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The Annual Report on the Economic Status of the Profession 1983–84

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Bottoming Out?

- Increases in salary levels expressed in real terms rose by less than 1 percent.
- For all institutions combined, increases in salary for continuing faculty averaged 5.7 percent. For the fourth successive year, increases in public institutions lagged behind those in the private independent and church-related institutions.
- From 1979–80 to 1983–84 the percentage increase in overall salary levels for all ranks combined was 38.6 percent in private independent institutions, 34.7 percent in church-related institutions, and only 30.0 percent in public institutions. Meanwhile, the consumer price index rose by 31.3 percent.
- Salaries in universities averaged $32,650, compared to the $24,240 average in baccalaureate-level institutions (category IIB), while overall average salaries in public and private independent institutions were $29,350 and $31,090, respectively.

These facts and others are contained in this report given by W. Lee Hansen, chairman of the AAUP's Committee Z on the Economic Status of the Profession, at the Association's Seventieth Annual Meeting in Washington, D.C.

This special issue of *Academe* is devoted to the complete report of Committee Z. The faculty salary and fringe benefits data on the following pages, based on information similar to that collected by the National Center for Education Statistics, were gathered and processed by Maryse Eymonerie Associates for this report. Data for 2,167 institutions are presented in the Appendix Tables.

The Annual Report on the Economic Status of the Profession, 1983–84

List of Tables 2
Bottoming Out 3
Additional Tables Available 17
Explanation of Statistical Data 18
Appendix I. Individual Institutions by State 20
Appendix II. Preclinical Departments—Medical Schools 62
Notes to Appendix I 63

LIST OF TABLES

TEXT TABLES:

TABLE I Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real—Institutions Reporting Comparable Data for Each of the One-Year Periods Since 1972–73

TABLE II Comparisons of 1982–83 Average Academic Salary Levels with 1982 Average Salaries of Similar Groups of Workers

TABLE III Percentage Changes in Real Average Salaries in Selected Professional, Administrative, and Technical Positions in Private Industry

APPENDIX TABLES:

TABLE 1 Percentage Increases in Salary Levels for Institutions Reporting Comparable Data for Both 1982–83 and 1983–84, by Category, Type of Affiliation, and Academic Rank

TABLE 2 Percentage of Institutions with Specific Increases in Salary Levels and Percentage of Faculty Members Teaching in These Institutions, 1982–83 to 1983–84

TABLE 3 Percentage Increases in Salary for Continuing Faculty (i.e., Faculty on Staff for Both 1982–83 and 1983–84), by Category, Type of Affiliation, and Academic Rank

TABLE 4 Percentage of Institutions with Specific Increases in Salary for Continuing Faculty and Percentage of Faculty Members Teaching in These Institutions, 1982–83 to 1983–84

TABLE 5 Average Salary by Category, Type of Affiliation, and Academic Rank, 1983–84

TABLE 6 Weighted Average Salary for Men and Women Faculty by Category, Type of Affiliation, Academic Rank, and Sex, 1983–84

TABLE 7 Percentiles of the Distributions of Institutions by Average Salary, 1983–84

TABLE 8 Percentiles of the Distributions of Institutions by Fringe Benefits as a Percentage of Average Salary, for All Ranks Combined, 1983–84

TABLE 9 Percentage of Faculty Members with Tenure Status by Category, Type of Affiliation, Academic Rank, and Sex, 1983–84

TABLE 10 Weighted Average Fringe Benefits in Dollars and as a Percentage of Average Salary and Percentage of Faculty Members Covered by Specific Fringe Benefits, by Type of Affiliation and Itemized Fringe Benefits, 1983–84

TABLE 11 Overall Weighted Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Category and Type of Affiliation, 1983–84

TABLE 12 Number of Institutions Included in this Report, by Category and Type of Affiliation, 1983–84

TABLE 13 Number of Faculty Members, Average Salary, and Fringe Benefits as a Percentage of Average Salary for Preclinical Departments of Medical Schools, by Type of Affiliation and Academic Rank, 1983–84

Bottoming Out?

The Annual Report on the Economic Status of the Profession, 1983–84*

Last year's characterization of the modest increase in real faculty salaries for 1982–83 did indeed prove to be "a blip on the screen." For this year, as for 1981–82, average faculty salary levels expressed in real terms remained roughly constant, increasing by less than 1 percent this year. This makes it appear that we could be entering a period when real salaries neither decline, as they did over most of the 1970s, nor increase to any considerable degree. If this prediction is borne out, then the immediacy of the need as perceived by the public to make up for the decade-long decline in real faculty salaries in the 1970s (20 percent) will diminish. The likely result is that college and university professors face the prospect of continuing their careers at a considerably reduced standard of living relative to what many of them expected when they entered the profession in the late 1950s, the 1960s, and the early 1970s.

The hope that economic recovery would bring with it substantially greater increases in nominal and, hence, real salary levels has not yet materialized. Public sector budgets at both state and local levels were extremely tight when 1983–84 salary increases were set, and by and large this remained true when those for 1984–85 were set. Whether higher education budgets will include any substantial increase for faculty salaries in the coming year remains to be seen. To the extent that larger public sector revenues permit improving the salary position of faculty members in 1984–85 and beyond, "catch-up" increases will have to be sizeable and spread over several years for faculty members to regain their real salary position of 1973–74 and earlier. Whether the minds of public leaders, legislators, and taxpayers can be concentrated on the need for catch-up increases as well as regular annual increases remains unclear. The private sector has fared somewhat better over the last several years but much remains to be done to make up for past salary erosion.

The future is clouded with additional uncertainties. As the recovery continues, increased pressure on prices is likely to build. As a consequence, the somewhat more generous salary increases that might be projected for the next year and beyond could easily be overtaken by price level increases. This was the case so frequently in the 1970s. The reasons are obvious. Increases in salary levels are usually determined no later than midway through the academic year previous to the year for which they apply. This means that once nominal salary increases are established the level of real salary increases is determined by the pattern of actual price level increases over the period that runs from six through eighteen months later. When these are biennial budgets, the lags are even greater. This lack of synchronization has set the stage for the deleterious effects on real salaries of unanticipated increases in the price level.

Another uncertainty is the continued strength of the recovery. To the extent the pace of economic recovery slows, the growth of state revenue surpluses will slow and thereby limit the amount of "uncommitted" resources available for faculty compensation increases. A similar but less severe difficulty will face private institutions. A final uncertainty in the public sector is the strength of demand for revenues for the wide array of existing public programs and new public sector initiatives voted by legislators.

The emphasis given to the public sector reflects the view that faculty salary levels and increases in salary levels are dominated by what happens in the public sector. Private independent and church-related institutions are not under as great pressure, when public funding is tight, to set ambitious goals to rectify past decreases in real salaries. All they need to do is remain competitive with the public sector. To the extent that resources are more readily available to nonpublic institutions, or at least some of them, more generous salary increases are likely to be provided, as has been the case for the past several years. Some institutions, however, will find it difficult to provide even modest salary increases; many more will experience difficulty making up for small increases awarded in past years.

While it may be easy to rationalize what has happened to reduce real salaries so dramatically, it is also easy to assign the blame to others. But the record of the past decade may reflect, at least in part, the lack of sufficient vigor and effectiveness on the part of college and university faculty members in pushing for larger salary increases. It may also reflect their support of a major new goal for higher education, that is, more equal access to higher education. To promote this goal, efforts were made to increase substantially the amounts of financial aid available to college students. As a corollary to this, strong efforts were made to hold down the rate of increase in college tuition levels so

*The data for this report were collected, processed and tabulated for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report, the ordering of additional tables, or special tabulations should be directed to Maryse Eymonerie Associates (MEA), P.O. Box 520, McLean, Virginia 22101, telephone (703) 448-8519. Orders for additional copies of the Annual Report itself should be directed to AAUP, 1012 14th Street, N.W., Washington, D.C. 20005, telephone (800) 424-2973. (Price $25, prepaid order only.)

TABLE I

Percentage Increases in the Consumer Price Index and Average Salary, Monetary and Real[1]—Insitutions Reporting Comparable Data for Each of the One-Year Periods Since 1972–73

One-Year Period	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Prof.	Assoc.	Ass't.	Inst.	All Ranks	Increase in CPI
	INCREASE IN MONETARY SALARY					INCREASE IN REAL TERMS					
1972–73 to 1973–74	5.2	5.2	4.8	4.7	5.1	−3.5	−3.5	−3.9	−3.9	−3.6	9.0
1973–74 to 1974–75	5.8	5.9	5.7	5.8	5.8	−4.8	−4.7	−4.9	−4.8	−4.8	11.1
1974–75 to 1975–76	6.2	5.9	5.7	6.1	6.0	−0.8	−1.1	−1.3	−0.9	−1.0	7.1
1975–76 to 1976–77	4.7	4.7	4.7	4.7	4.7	−1.0	−1.0	−1.0	−1.0	−1.0	5.8
1976–77 to 1977–78	5.2	5.4	5.3	5.4	5.3	−1.4	−1.2	−1.3	−1.2	−1.3	6.7
1977–78 to 1978–79	5.6	5.8	5.9	6.0	6.0	−3.5	−3.3	−3.2	−3.1	−3.1	9.4
1978–79 to 1979–80	7.5	7.0	6.8	6.4	7.1	−5.1	−5.6	−5.7	−6.1	−5.5	13.3
1979–80 to 1980–81	8.8	8.5	8.8	8.6	8.7	−2.5	−2.8	−2.7	−2.7	−2.6	11.6
1980–81 to 1981–82	9.0	8.8	9.1	8.2	9.0	0.3	0.2	0.4	−0.3	0.3	8.7
1981–82 to 1982–83	6.3	6.3	6.8	6.7	6.4	1.9	1.9	2.4	2.3	2.0	4.3
1982–83 to 1983–84	4.6	4.4	5.0	5.1	4.7	0.8	0.6	1.2	1.3	0.9	3.8*

[1]Monetary salary is salary measured in current dollars. The percentage increase in real terms is the percentage increase in monetary terms adjusted for the percentage increase in the *Consumer Price Index* obtained from the Bureau of Labor Statatistics (CPI on standard academic-year basis). Negative numbers = decreases.

*The changes in the CPI for the months of May and June 1984 have been estimated.

as not to price students out of the market for higher education. Inasmuch as salaries represent a major portion of the cost of instruction, restricting the growth of one important revenue component increased the difficulty experienced by institutions in providing larger salary increases to their faculties. Had tuition increases over the 1970s and up to 1982–83 kept pace with the cost of living or with the average income of families of children of college age, revenues would have been substantially higher. Whether this added revenue would have been directed to faculty salaries is not evident. The point is that the social goal of greater access can be viewed as having been financed at least in part by faculty members, as reflected by their reduced salaries. Whether access has been enhanced to any substantial degree is still a matter of dispute. If access has not been enhanced as a result of holding down tuition increases, then faculty members may have paid

TABLE II

Comparisons of 1982–83 Average Academic Salary Levels with 1982 Average Salaries of Similar Groups of Workers

	PANEL 1 Federal Government March 1983	PANEL 2 Private Industry March 1983	PANEL 3 AAUP (All Institutions Combined) Acad.-Year 1982–83
$85,000		84,920 (Atty. VI)	
75,000		67,920 (Ch. Acct. IV)	
		66,940 (Engr. VIII)	
65,000		60,470 (Chem. VII)	
55,000	56,310 (GS-15)	53,180 (Atty. IV)	
		51,460 (Engr. VI)	
		51,300 (Dir. Pers. III)	
45,000		42,890 (Chem. V)	
35,000	40,320 (GS-13)	35,570 (Buyer IV)	35,470 (Full Profs.)
		34,240 (Acct. IV)	
		33,080 (Job Anal. IV)	
	27,720 (GS-11)		27,430 (All Ranks)
			26,840 (Assoc. Profs.)
25,000			
			21,950 (Ass't. Profs.)
			17,640 (Instructors)

Sources: Panels 1 and 2: U.S. Department of Labor, Bureau of Labor Statistics, *National Survey of Professional, Administrative, Technical and Clerical Pay, March, 1983*, Bulletin 2181, September 1983, Table D-1. Average annual salaries are reported. Panel 3: American Association of University Professors, "A Blip on the Screen, Annual Report on the Economic Status of the Profession," *Academe* 69 (July–August 1983): Table 5. Figures are reported on a standard academic-year basis.

Note: All figures are rounded to the nearest $10.

TABLE III

Percentage Changes in Real Average Salaries in Selected Professional, Administrative, and Technical Positions in Private Industry

Selected Occupations and Levels	*1973 to 1983*	*1963 to 1983*
Attorney VI	99.9	150.4
Engineer VIII	98.9	103.7
Chief Accountant IV	110.7	135.6
Chemist VII	98.0	111.1
Attorney IV	93.9	134.0
Director of Personnel III	101.7	118.2
Engineer VI	99.3	110.7
Chemist V	96.8	107.0
Buyer IV	94.4	n.a.
Accountant IV	99.1	115.0
Job Analyst IV	89.0	104.0
Above Positions Combined	96.8	112.6
Average Academic Salaries	*1972–73 to 1982–83*	*1962–63 to 1982–83*
All Ranks Combined	81.0	100.9
Relative Change in Average Academic Salaries/vis-à-vis Professional, Administrative, and Technical Salaries	83.7	89.6

Source: Handbook of Labor Statistics, December 1980, *BLS Bulletin* 2070; and *National Survey of Professional, Administrative, Technical and Clerical Personnel,* March 1983, *BLS Bulletin* 2181. CPI: BLS but adjusted to academic-year basis (July thru June).

Notes: Private Industry Salaries are viewed as reflecting average salary levels for the half year prior to and first six months of the indicated years (e.g. 1973 = 1972–73). All positions combined refers to the Group C category which are equivalent to GS-11 and above.

a high price for embracing as they did the goal of improved access to postsecondary education. Such are the paradoxes of life.

Salary Changes in 1983–84

The average level of real faculty salaries (all ranks combined) increased by less than 1 percent this year. This is down from the 2.0 percent increase occurring in the 1982–83 academic year. In fact, real salaries rose for the third straight year but the cumulative total increase over this period proved to be quite modest, at 3.2 percent. With the falloff in the pace of inflation, the rate of nominal salary increases has moved sharply downward, dropping from 9.0 percent in 1981–82, to 6.4 percent in 1982–83, to 4.7 percent for this year. (Table I)

Percentage changes in salary levels varied considerably this year but the most marked improvements occurred for private independent and church-related institutions. The percentage increases in average salary levels were 6.5 percent for all ranks combined at private independent institutions, followed by 5.7 percent at church-related institutions, with public institutions lagging behind with a 4.0 percent increase. Private independent institutions in Category IIC (specialized institutions) and church-related Category I (doctoral-level institutions) racked up the most impressive gains in average salary levels, with increases of 7.5 and 7.3 percent, respectively. (Table 1)

The considerably smaller percentage increase in salary levels this year can be more easily understood by examining the range of increases by type of institutional affiliation and category shown in Table 2. More than 20 percent of all institutions showed an average increase in salary levels of less than 1 percent. Variation around the average was considerable, with the figure for public institutions exceeding 25 percent and that for private institutions falling short by 15 percent. By category, the major research universities (Category I) did much better on average, with less than 18 percent of them experiencing increases of below 1 percent in salary levels. Another way to evaluate the impact of salary changes is to examine the distribution of faculty members teaching in these institutions. While somewhat smaller percentages of faculty teach in institutions with increases in salary levels of less than 1 percent, faculty members in public institutions proved to be the hardest hit, with 24 percent of them in institutions showing increases in salary levels of less than 1 percent as opposed to the 7 percent of faculty members in private institutions showing similar changes.

Some of the sharp differences in salary increases noted in last year's report continue. From 1979–80 to 1983–84 the percentage increase in overall salary levels for all ranks combined was 38.6 percent in private independent institutions, 34.7 percent in church-related institutions, and only 30.0 percent in public institutions. Meanwhile, the consumer price index rose by 31.3 percent. Thus, real salary levels fell in public institutions, rose slightly in church-related institutions, and increased by over 5 percent in private independent institutions. Because average salary increases over this period were greater for Category I institutions, the salary advantage for private independent research universities widened even more than the above data indicate.

TABLE 1

Percentage Increases in Salary Levels for Institutions Reporting Comparable Data for Both 1982–83 and 1983–84, by Category, Type of Affiliation, and Academic Rank[1]

Academic Rank	All Combined	Categories: I	IIA	IIB	IIC	III	IV
			PUBLIC				
Professor	3.9	3.8	3.8	4.1	5.1	4.4	-
Associate	3.8	3.7	3.8	3.5	3.7	4.7	-
Assistant	4.5	4.8	4.2	4.0	4.8	4.5	-
Instructor	5.0	3.8	4.5	3.0	4.1	6.6	-
All Ranks	4.0	3.9	3.9	3.8	4.6	4.9	3.6
			PRIVATE INDEPENDENT				
Professor	6.7	6.8	6.0	6.2	8.7	5.2	-
Associate	6 1	6.2	5.9	5.8	7.0	5.6	-
Assistant	6.5	6.9	6.2	6.0	7.0	4.5	-
Instructor	5.8	5.7	4.6	6.0	6.5	5.1	-
All Ranks	6.5	6.7	6.0	6.0	7.5	5.4	6.7
			CHURCH-RELATED				
Professor	5.8	7.7	6.6	4.5	5.3	6.9	-
Associate	5.6	7.1	6.0	4.7	5.0	6.8	-
Assistant	5.9	7.3	7.2	5.0	6.2	4.1	-
Instructor	5.0	6.1	4.6	4.7	7.6	6.0	-
All Ranks	5.7	7.3	6.5	4.8	5.6	5.5	4.3
			ALL COMBINED				
Professor	4.6	4.6	4.3	4.9	6.3	4.4	-
Associate	4.4	4.3	4.2	4.7	5.2	4.7	-
Assistant	5.0	5.4	4.7	4.9	5.8	4.6	-
Instructor	5.1	4.2	4.5	4.3	6.0	6.2	-
All Ranks	4.7	4.7	4.4	4.8	5.8	5.0	3.7

[1]Sample includes 1,907 institutions reporting comparable data for both years.
For definition of categories, see Explanation of Statistical Data preceding Appendix I.

The story for continuing faculty members is much the same, except that as usual their percentage increases generally exceed the percentage increases in average salary levels. Faculty members on payroll for both 1982–83 and 1983–84 received an increase that averaged 5.7 percent for all ranks combined at all institutions combined. Once again, the percentage increases over the past four years were most substantial at private independent institutions, with a 42.7 percent increase, followed by a 39.3 percent rise at church-related institutions and a 33.0 percent increase at public institutions. The greater gains over this period occurred at private research universities.

The level of faculty salaries compared to those of other similar groups is shown in Table II. Because of delays and changes in the collection and publication of certain data, the comparisons in this table go through 1982–83 rather than 1983–84. The traditional comparisons with federal government and private industry are shown in panels 1 and 2 and can be interpreted as reflecting the 1982–83 fiscal year. Academic salary levels are shown in panel 3. Data on the average earnings of males in various year-round, full-time occupational groups, including those of college professors, which until last year were obtained from the U.S. Bureau of the Census, Current Population Reports, Series P-60, are no longer available. The last figures were those for 1981 which were published in Table II of the 1982–83 Annual Report. As in previous comparisons of this kind, faculty salary levels rank well down in the array.

Our final and now traditional comparison shows what has happened to salary levels in selected professional, administrative, and technical positions in private industry and to average salary levels by rank for college and university professors. These comparisons draw on the annual federal salary survey which is utilized in determining levels of pay comparability for federal employees. As shown by the bottom section of Table III, average salaries in private industry

fell slightly in real terms from 1973 to 1983 but increased by almost 13 percent over the longer period from 1963 to 1983. By contrast, average faculty salaries in real terms for all ranks combined dropped by 19 percent over the 1972–73 to 1982–83 period and just held their own over the longer period from 1962–63 to 1982–83.

Combining these two sets of information, we find that in real terms average faculty salaries fell relative to private industry salaries by over 16 percent in the 1972–73 to 1982–83 period and by only a slightly smaller amount (10 percent) over the 1962–63 to 1982–83 period. The period of only five years since 1962–63 in which average faculty salary increases exceeded those in the private sector was 1962–63 to 1967–68, when demand expanded enormously for faculty members to teach the tidal wave of baby-boom youth entering colleges and universities.

These data are revealing because they give added perspective on the extent of the change in the relative salary position of faculty members vis-à-vis the private sector. It is also important to remember that at least part of the salary increase for faculty members in the early and middle 1960s represented an attempt to make up for the past neglect, as evidenced by previous declines in the relative earnings position of faculty members. The conclusion one draws is that faculty salaries have been treated quite differently over the years from other public sector salaries.

Fringe Benefits

While Committee Z reports focus heavily on salaries, faculty members and administrators are both con-

TABLE 2

Percentage of Institutions with Specific Increases in Salary Levels and Percentage of Faculty Members Teaching in These Institutions, 1982–83 to 1983–84[1] (Percentages Cumulated Downward)

Percentage Increase	All Combined	Public	Private Independent	Church-Related	Categories: I	IIA	IIB	IIC	III	IV
				INSTITUTIONS						
10 Percent and Over	12.6	9.3	17.6	13.8	7.9	9.4	12.9	21.1	14.3	12.4
9 Percent and Over	16.4	13.0	22.0	17.2	12.9	13.8	15.9	24.0	18.6	15.2
8 Percent and Over	21.7	17.9	27.8	22.7	20.1	18.4	20.8	17.9	25.2	22.7
7 Percent and Over	29.4	25.6	37.2	29.0	30.6	25.6	28.2	34.2	33.2	29.5
6 Percent and Over	39.1	34.0	50.1	38.2	44.1	35.8	36.9	42.8	42.9	36.9
5 Percent and Over	48.3	41.9	60.0	49.2	53.5	46.3	46.8	49.9	50.2	45.5
4 Percent and Over	57.8	51.2	68.6	59.8	60.4	57.1	57.2	58.5	58.3	51.3
3 Percent and Over	66.0	59.4	76.0	68.6	67.5	67.0	66.1	65.4	64.1	58.1
2 Percent and Over	72.8	67.0	81.1	75.7	75.7	72.7	73.6	71.5	70.2	65.7
1 Percent and Over	78.5	73.1	85.3	81.8	82.4	78.4	79.4	76.8	74.9	72.5
Below 1 percent	21.5	26.9	14.7	18.2	17.6	21.6	20.6	23.2	25.1	27.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
				FACULTY MEMBERS						
10 Percent and Over	6.7	5.1	10.0	11.5	3.9	7.0	8.9	13.0	13.3	9.7
9 Percent and Over	10.7	9.0	14.5	14.7	8.5	10.6	11.5	18.7	16.9	12.5
8 Percent and Over	16.2	13.2	24.4	21.6	15.0	14.6	16.2	26.5	24.4	20.2
7 Percent and Over	25.6	21.5	39.5	28.9	26.4	21.3	25.3	36.7	33.7	29.4
6 Percent and Over	37.5	30.4	62.2	41.7	40.6	30.2	36.6	48.3	46.4	37.4
5 Percent and Over	48.1	40.4	72.5	55.8	52.5	40.2	47.8	54.4	52.5	45.7
4 Percent and Over	58.7	51.5	80.3	67.8	59.8	55.4	59.5	64.9	60.9	50.7
3 Percent and Over	68.0	61.5	86.5	77.6	67.1	68.6	68.6	72.3	67.3	56.8
2 Percent and Over	75.0	69.5	90.4	83.8	75.2	74.0	75.9	76.7	74.9	64.9
1 Percent and Over	80.6	76.0	93.4	88.4	82.6	78.4	80.8	82.2	77.7	71.5
Below 1 Percent	19.4	24.0	6.6	11.6	17.3	21.6	19.2	17.8	22.3	28.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,907 institutions reporting comparable data both years.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

cerned about changes in fringe benefits. We did devote a brief section of the 1979–80 report to fringe benefits; this year seems an appropriate time to have another look at fringe benefits, how they have changed, and how they vary across different types and categories of institutions.

Fringe benefits as a percentage of academic salary rose from 13.6 percent at institutions with professorial ranks in 1973–74 to 20.3 in 1983–84. The absolute and relative increase in this percentage was greater for faculty at institutions without professorial ranks, increasing from 10.2 percent to 19.4 percent. While these gains may seem to be substantial, they are actually smaller than the increases recorded for private-sector employees. According to the most recent Chamber of Commerce study, fringe benefits in the private sector averaged 19.0 percent of salary in 1982. The percentage increase over the ten-year period was over 26 percent. Fringe benefits for federal government employees in group occupations average 18.8 percent of salary. These figures which represent major benefits do not include sick leave, vacation, holidays, etc.

Itemized major benefits for each category of institution are shown in Table 10.

Committee Report

For the third successive year Committee Z prepared and released a preliminary report on 1983–84 salary in-

TABLE 3

Percentage Increases in Salary for Continuing Faculty (i.e., Faculty on Staff for Both 1982–83 and 1983–84), by Category, Type of Affiliation, and Academic Rank[1]

Academic Rank	All Combined	Categories: I	IIA	IIB	IIC	III	IV
			PUBLIC				
Professor	4.7	5.0	3.9	4.0	6.9	5.1	-
Associate	5.1	5.5	4.4	4.6	5.2	5.6	-
Assistant	5.4	6.0	4.4	4.9	5.9	5.9	-
Instructor	5.2	5.4	4.6	4.1	5.3	6.0	-
All Ranks	5.0	5.3	4.2	4.5	6.0	5.6	4.3
			PRIVATE INDEPENDENT				
Professor	7.3	7.5	6.6	6.9	8.3	6.2	-
Associate	7.6	8.0	6.9	7.4	8.8	5.7	-
Assistant	8.5	8.8	7.6	8.5	9.4	5.0	-
Instructor	7.9	9.9	7.6	7.9	7.0	5.7	-
All Ranks	7.6	7.9	7.0	7.5	8.6	5.5	4.1
			CHURCH-RELATED				
Professor	6.1	7.2	6.2	5.3	7.2	7.0	-
Associate	6.5	8.0	6.0	5.9	5.9	7.8	-
Assistant	7.0	8.9	6.8	6.4	5.6	8.8	-
Instructor	6.7	8.2	7.1	6.4	5.9	8.4	-
All Ranks	6.5	7.9	6.3	5.9	6.5	8.1	6.3
			ALL COMBINED				
Professor	5.4	5.6	4.6	5.6	7.7	5.1	-
Associate	5.7	6.0	5.0	6.0	7.3	5.6	-
Assistant	6.3	6.7	5.2	6.6	8.2	5.9	-
Instructor	5.9	6.2	5.3	5.9	6.6	6.0	-
All Ranks	5.7	6.0	4.9	6.0	7.6	5.6	4.3

[1]Sample includes 1,248 institutions reporting data on continuing faculty.
For definition of categories, see Explanation of Statistical Data preceding Appendix I.

creases for continuing faculty members, data reported in *The Chronicle of Higher Education*, March 21, 1984. The data for this early release were obtained by Maryse Eymonerie Associates through a special questionnaire sent to institutions. This approach was necessary because since 1981–82 the National Center for Education Statistics has not collected information on salary increases for continuing faculty members.

Matters were further complicated this year by difficulties over the release of the NCES tapes with faculty salary and fringe benefits data used for the preparation of our annual report. Typically, NCES prepares a preliminary tape in January or early February which includes about 60 percent of institutional responses to the Higher Education General Information Survey conducted by the Center. This is not a clean tape. Usually by late March or early April a second more complete tape is available. This tape contains between 2000 and 2500 institutions and is used by the Center to prepare its early release. This tape is also not a clean tape. In the past the Association, and more recently Maryse Eymonerie Associates, had access (through the purchase of the tape which is available to the public at large) to this information for use in preparing tabulations for the Committee Z Report. Before any of the data are used for the Committee Z Report, however, they are carefully processed and checked for internal consistency by Maryse Eymonerie. Subsequently, the data for each institution, organized in the format used for the Committee Z Report, are sent back to the originating institutions for verification prior to the publication of the indices in the committee's *Report on the Economic Status of the Profession*.

The hazards that arise from failure to understand the nature of the NCES data and the standards of accuracy traditionally adhered to by AAUP are revealed in several ways. First, the NCES advance news release on faculty salaries, typically appearing in late May or

TABLE 4

Percentage of Institutions with Specific Increases in Salary for Continuing Faculty and Percentage of Faculty Members Teaching in These Institutions, 1982–83 to 1983–84[1] (Percentages Cumulated Downward)

Percentage Increase	All Combined	Public	Private Independent	Church-Related	Categories: I	IIA	IIB	IIC	III	IV
				INSTITUTIONS						
10 Percent and Over	11.3	9.9	17.1	8.1	15.5	9.4	8.6	16.9	15.1	2.3
9 Percent and Over	17.6	14.5	27.1	13.7	24.4	16.0	14.3	21.5	21.7	9.8
8 Percent and Over	26.5	21.0	39.0	23.4	35.3	24.7	23.1	31.1	28.7	18.2
7 Percent and Over	39.4	30.1	56.6	37.8	49.1	36.3	37.2	44.6	38.8	28.8
6 Percent and Over	52.8	41.2	71.3	53.4	59.5	47.5	52.4	56.9	53.9	37.1
5 Percent and Over	66.1	53.6	83.3	69.5	68.4	62.2	67.0	69.2	65.9	47.0
4 Percent and Over	76.6	65.4	88.9	82.5	75.3	73.0	79.6	79.2	73.6	65.9
3 Percent and Over	81.8	71.1	92.3	88.5	79.1	77.6	85.1	87.3	78.1	75.0
2 Percent and Over	85.3	75.9	93.8	91.9	84.7	80.2	88.4	90.4	81.9	81.1
1 Percent and Over	88.4	81.2	95.1	93.4	90.0	84.5	90.6	91.9	84.9	86.4
Below 1 percent	11.6	18.8	4.9	6.6	10.0	15.5	9.4	8.1	15.1	13.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
				FACULTY MEMBERS						
10 Percent and Over	10.5	9.9	14.8	6.8	13.4	6.3	8.1	14.5	9.9	3.3
9 Percent and Over	16.3	13.6	27.5	13.3	20.0	10.7	14.1	20.8	15.0	9.9
8 Percent and Over	25.2	20.2	41.2	26.8	28.8	19.3	23.7	33.0	22.8	15.8
7 Percent and Over	37.9	28.1	67.1	44.7	41.6	30.0	39.1	51.7	33.9	23.8
6 Percent and Over	49.4	37.4	83.1	60.8	52.8	40.1	54.7	60.8	43.0	31.2
5 Percent and Over	61.9	51.1	91.2	74.4	62.1	56.9	68.5	78.1	59.0	39.6
4 Percent and Over	73.7	65.4	93.6	87.0	74.6	67.8	80.2	85.7	69.2	56.0
3 Percent and Over	78.5	71.1	95.3	92.1	78.5	73.1	85.2	91.0	80.0	65.4
2 Percent and Over	82.4	76.0	96.5	95.3	83.6	75.5	88.4	93.3	84.0	69.0
1 Percent and Over	87.2	82.7	96.9	96.2	89.6	80.4	90.0	95.3	86.1	72.9
Below 1 Percent	12.8	17.3	3.1	3.8	10.4	19.6	10.0	4.7	13.9	27.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

[1]Sample includes 1,248 institutions reporting this information
For definition of categories, see Explanation of Statistical Data preceding Appendix I.

early June, produces highly aggregative results based on its as yet not fully edited data. No data are provided on salaries by rank and institution, for reasons that should be obvious. Second and more dramatic is the episode in January 1984, when *The Chronicle of Higher Education* published faculty salary data by institution for 1982–83, data based on tabulations prepared from NCES data by John Minter Associates. *The Chronicle*'s publication was flawed by numerous errors, the result of several miscues: rather than using the final October 1983 NCES tape, Minter used an earlier tape which was not yet "clean" and faculty salaries for faculty members on twelve-month contracts were not correctly converted to a standard academic-year basis. As a result, the salary figures published did not agree with the already verified AAUP data published in the July-August 1983 issue of *Academe*.

The Chronicle's "Fact File" publication of salary data led to widespread complaints from faculty members and administrators across the country. This caused *The Chronicle* to print corrected data later on. More importantly, this episode made clear the dangers of releasing early "unclean" tapes to organizations and individuals who might rush the data into print.

The upshot of all this is that in April NCES decided no longer to release data tapes not fully edited. Since the NCES edited tape would not be available until September or October, it became necessary to mount a full-scale separate effort to collect data in April. Maryse Eymonerie Associates contacted those institutions for which it did not yet have information. The response to the request for additional data was, to use an overworked term, "fantastic." Institutions quickly sent the needed information, speedily verified the processed data, and sent it back. We are pleased to report that 85 percent of institutions represented in the 1982–83 Annual Report are included in this report.

As the documentation to this year's report reveals, several changes made in the presentation of the data were necessary: for example, the change in the collection of the fringe benefits data which are no longer provided by academic rank for "all ranks combined." This change in the NCES questionnaire forced us, at least for this year, to abandon the computation of the average compensation (salary plus benefits) by rank, thereby explaining the introduction of the ranking of benefits as a percentage of average salary. Additional changes are currently contemplated and planned for next year.

Committee Z, on behalf of the Association, expresses its gratitude to the many administrators at colleges and universities across the country who responded so quickly to Maryse Eymonerie's request for data. We deeply appreciate their continued assistance and cooperation in one of the most important programs of the Association.

Committee members Ronald Ehrenberg, Hirschel Kasper, David Palmer, Diane Zannoni, and Carl Patton join me again in expressing our thanks to Maryse Eymonerie for the outstanding work she has done this year and continues to do for the Association, especially for her superhuman effort in reacting so quickly and well to the situation we faced this year.

W. Lee Hansen (Economics)
University of Wisconsin-Madison
Chairman, Committee Z on the
Economic Status of the Profession

TABLE 5

Average Salary, by Category, Type of Affiliation, and Academic Rank, 1983–84[1]

Academic Rank	All Combined	Public	Private Independent	Church Related
		CATEGORY I		
Professor	41,350	39,770	47,070	41,660
Associate	30,050	29,470	32,430	31,210
Assistant	24,750	24,290	26,380	25,350
Instructor	18,790	18,220	20,940	21,720
Lecturer	21,360	21,300	21,710	20,680
All Ranks	32,650	31,660	36,730	32,140
		CATEGORY IIA		
Professor	34,750	34,560	36,000	34,790
Associate	27,830	27,770	28,330	27,630
Assistant	23,010	23,040	22,900	22,910
Instructor	18,880	19,110	17,970	18,020
Lecturer	19,370	18,940	20,600	21,760
All Ranks	28,090	28,160	28,080	27,520
		CATEGORY IIB		
Professor	30,860	31,640	34,140	27,920
Associate	25,000	26,270	26,560	23,160
Assistant	20,770	22,230	21,300	19,400
Instructor	17,440	18,570	18,260	16,240
Lecturer	20,050	20,470	21,270	15,870
All Ranks	24,240	25,140	26,250	22,300
		CATEGORY IIC		
Professor	34,240	40,300	33,710	24,660
Associate	28,150	30.760	27,890	21,670
Assistant	23,460	25,890	23,390	18,350
Instructor	18,660	20,190	18,790	15,480
Lecturer	21,760	22,860	19,380	17,860
All Ranks	27,500	31,660	26,310	21,460
		CATEGORY III		
Professor	31,100	31,510	22,360	21,260
Associate	26,570	26,930	19,730	19,380
Assistant	22,430	22,820	17,110	17,880
Instructor	19,510	20,160	13,990	14,320
Lecturer	15,710	16,100	*	-
All Ranks	24,810	25,340	17,190	17,870
		CATEGORY IV		
No Rank	24,050	24,430	17,990	15,740
		ALL CATEGORIES COMBINED EXCEPT IV		
Professor	37,400	37,100	41,500	31,340
Associate	28,220	28,430	29,370	25,370
Assistant	23,210	23,540	23,720	20,900
Instructor	18,660	19,140	18,390	16,710
Lecturer	20,710	20,640	21,250	19,430
All Ranks	29,130	29,350	31,080	24,730

[1]Sample includes 2,167 institutions.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 6

Weighted Average Salary for Men and Women Faculty, by Category, Type of Affiliation, Academic Rank, and Sex, 1983–84[1]

Academic Rank	All Combined	Public	Private Independent	Church-Related	All Combined	Public	Private Independent	Church-Related
		WOMEN				MEN		
CATEGORY I								
Professor	37,970	37,090	41,170	38,320	41,590	39,960	47,480	41,960
Associate	28,600	28,050	30,820	29,090	30,390	29,800	32,850	31,780
Assistant	23,330	22,910	24,850	24,080	25,420	24,950	27,030	26,080
Instructor	17,970	17,560	19,670	20,400	19,780	19,060	22,050	23,920
Lecturer	19,650	19,690	19,580	19,090	22,840	22,700	23,450	22,770
CATEGORY IIA								
Professor	35,950	36,080	32,200	36,350	34,950	34,710	36,420	35,180
Associate	28,040	28,300	26,050	27,920	28,140	28,010	28,820	28,150
Assistant	22,960	23,540	20,100	22,330	23,560	23,530	23,710	23,610
Instructor	20,190	21,060	17,870	19,470	19,440	19,650	18,480	18,800
Lecturer	18,410	15,440	19,980	21,460	20,390	19,940	21,460	23,590
CATEGORY IIB								
Professor	29,460	32,370	32,890	26,110	31,020	31,500	33,340	28,200
Associate	24,400	25,690	27,260	21,890	25,180	26,450	26,320	23,550
Assistant	20,050	21,460	20,680	18,820	21,240	22,680	21,700	19,860
Instructor	16,630	17,510	16,480	15,910	18,310	19,640	19,560	16,630
Lecturer	19,030	19,180	20,910	15,070	21,000	26,090	17,420	23,420
CATEGORY IIC								
Professor	30,040	33,580	30,860	22,670	35,810	40,740	35,130	24,660
Associate	25,390	27,080	25,840	21,280	29,000	31,290	28,470	21,750
Assistant	21,550	23,550	21,170	18,150	24,530	27,030	24,410	18,490
Instructor	18,420	19,230	18,800	15,670	18,850	21,350	18,780	15,230
Lecturer	22,280	20,990	18,120	*	23,090	23,780	20,810	*
CATEGORY III								
Professor	30,170	30,640	22,140	21,250	31,430	31,780	22,950	21,270
Associate	25,930	26,300	19,560	19,790	26,910	27,220	20,250	19,080
Assistant	21,860	22,240	17,590	18,380	22,850	23,200	16,870	17,230
Instructor	18,690	19,480	13,660	14,680	20,340	20,780	14,670	13,550
Lecturer	14,560	15,160	*	–	17,250	17,250	–	–
CATEGORY IV								
No Rank	22,500	23,000	15,640	15,140	24,980	25,240	20,050	16,160
ALL CATEGORIES COMBINED EXCEPT IV								
Professor	33,730	34,230	35,260	28,190	37,860	37,440	42,220	31,940
Associate	26,870	27,180	28,090	23,650	28,610	28,770	29,770	25,960
Assistant	22,050	22,470	22,260	19,990	23,870	24,130	24,540	21,520
Instructor	17,960	18,450	17,410	16,350	19,410	19,880	19,320	17,160
Lecturer	19,150	19,130	19,540	17,730	22,050	21,930	22,700	21,160

[1]Sample includes 2,164 institutions providing data by sex.

*Too few individuals to warrant publication or to be meaningful.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 7

Percentiles of the Distributions of Institutions by Average Salary, 1983–84

Rating[1]	1*	1	2	3	4
Percentile:	95	80	60	40	20
			CATEGORY I		
Professor	50,350	45,110	41,400	39,130	36,460
Associate	34,830	32,550	30,600	29,290	27,640
Assistant	28,470	25,920	25,040	24,220	23,060
Instructor	23,750	21,560	19,840	18,770	17,320
			CATEGORY IIA		
Professor	40,830	36,930	35,070	32,520	30,160
Associate	31,700	29,690	27,960	26,820	24,800
Assistant	26,450	24,110	23,150	22,320	20,870
Instructor	22,540	20,450	19,180	18,130	16,870
			CATEGORY IIB		
Professor	38,030	32,470	29,130	26,470	23,420
Associate	29,820	26,780	24,340	22,120	19,880
Assistant	24,320	22,010	20,500	19,070	17,520
Instructor	21,500	19,080	17,580	16,250	14,900
			CATEGORY IIC		
Professor	45,870	36,190	29,340	25,180	21,270
Associate	35,410	30,500	25,260	22,180	18,990
Assistant	29,000	25,070	21,770	19,090	17,040
Instructor	24,890	20,110	17,860	15,860	13,600
			CATEGORY III		
Professor	36,210	33,440	29,900	27,200	24,690
Associate	32,190	28,430	25,880	24,080	21,290
Assistant	26,970	23,860	22,000	20,480	18,470
Instructor	23,750	20,330	18,790	17,180	15,620
			CATEGORY IV		
No Rank	33,750	27,470	23,810	20,800	17,430

[1]Interpretation of the ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile, etc. Average salary lower than the 20th percentile will be rated 5. An average salary of $43,000 for the rank of professor in Category I institutions would be rated 2 because it falls between the 60th and 80th percentiles or is higher than $41,400 but less than $45,110, which is the average required for a rating of 1 or the salary level of the 80th percentile.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 8

Percentiles of the Distributions of Institutions by Fringe Benefits as a Percentage of Average Salary, for All Ranks Combined, 1983–84

Rating[1]	1*	1	2	3	4
Percentile:	95	80	60	40	20
Category I	28.6	24.2	21.8	19.8	17.4
Category IIA	30.3	25.3	21.5	19.2	15.0
Category IIB	27.4	22.4	19.5	17.3	14.6
Category IIC	47.3	26.4	20.7	17.4	14.3
Category III	29.5	26.0	22.3	19.0	15.3
Category IV	30.0	22.9	19.8	16.7	12.5

[1]Interpretation of the ratings: 1* = 95th percentile; 1 = 80th percentile; 2 = 60th percentile, etc. Percentage lower than the 20th percentile will be rated 5. A percentage of 22.0 for the upper four categories would be rated 2 because it falls between the 60th and 80 percentiles or is higher than the average required for a rating of 2 but less than that required for a 1 rating.

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 9

Percentage of Faculty Members with Tenure Status by Category, Type of Affiliation, Academic Rank, and Sex, 1983–84[1]

Academic Rank	All Combined			Public			Private Independent			Church-Related		
	All	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women
						CATEGORY I						
Professor	97	97	96	98	98	97	96	96	95	96	96	97
Associate	95	85	86	88	88	88	74	73	74	89	90	89
Assistant	13	12	17	15	13	19	6	5	7	19	16	23
Instructor	6	6	6	7	7	7	2	2	2	7	9	6
All Ranks	69	74	48	71	76	50	64	69	42	67	72	50
						CATEGORY IIA						
Professor	96	96	96	97	97	97	92	92	91	93	93	94
Associate	81	80	81	82	82	82	75	75	77	79	78	81
Assistant	32	31	34	36	34	38	21	21	21	24	25	23
Instructor	10	12	9	11	13	10	8	9	8	6	8	3
All Ranks	68	72	54	70	74	56	59	65	44	60	65	46
						CATEGORY IIB						
Professor	94	94	91	96	96	95	95	95	93	91	92	85
Associate	78	79	77	82	81	85	80	81	77	75	76	72
Assistant	24	24	24	39	38	40	13	13	14	21	21	20
Instructor	6	7	4	9	8	9	7	13	2	3	3	2
All Ranks	57	63	42	62	67	52	56	63	40	53	60	37
						CATEGORY IIC						
Professor	93	92	94	94	94	99	90	91	90	92	92	94
Associate	68	68	71	78	77	85	62	61	65	56	54	62
Assistant	13	13	14	21	20	20	7	6	10	10	12	8
Instructor	10	10	10	4	5	4	15	13	17	2	2	1
All Ranks	55	61	36	63	68	40	48	52	35	54	60	33
						CATEGORY III						
Professor	96	97	96	97	97	96	81	81	79	91	93	87
Associate	90	90	89	91	91	91	64	63	65	63	63	64
Assistant	58	60	55	59	61	57	37	35	39	31	35	26
Instructor	20	22	17	20	23	17	19	20	18	13	15	12
All Ranks	70	73	62	71	75	63	47	52	43	43	51	33
						CATEGORY IV						
No Rank	80	82	75	86	86	88	55	61	48	52	62	37
						ALL CATEGORIES EXCEPT IV						
Professor	96	97	95	97	97	97	95	95	93	92	93	89
Associate	83	84	83	87	87	87	75	75	75	77	78	76
Assistant	25	24	28	30	28	33	12	11	14	21	21	21
Instructor	11	13	9	12	13	11	12	16	10	4	5	3
All Ranks	66	71	50	70	73	52	60	66	41	57	63	40

[1]Sample includes 1,653 institutions providing tenure information

For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 10

Weighted Average Fringe Benefits in Dollars and as a Percentage of Average Salary and Percentage of Faculty Members Covered by Specific Benefits, by Type of Affiliation and Itemized Fringe Benefits, 1983–84

Fringe Benefits	PUBLIC			PRIVATE INDEPENDENT			CHURCH-RELATED		
	in $	as %	Cov.	in $	as %	Cov.	in $	as %	Cov.
Social Security	1,481	5.0	79.9	775	5.7	94.1	1,542	6.2	94.2
Retirement	2,817	9.6	86.0	2,658	8.5	86.5	1,659	6.6	82.2
Medical Insurance	1,270	4.3	96.4	997	3.2	89.1	942	3.8	91.3
Life Insurance	91	.3	66.2	143	.5	90.6	94	.4	81.3
Disability	90	.3	50.2	119	.4	75.6	102	.4	74.2
Unemployment Comp.	76	.3	70.3	126	.4	73.0	120	.5	65.7
Workmen's Comp.	96	.3	78.5	105	.3	87.3	107	.4	83.7
Tuition with Cash opt.	–	–	–	466	1.5	(13.6)	175	.7	(6.9)
Housing with Cash opt.	12	.4	–	37	.1	2.3	33	.1	.9
Other with Cash opt.	57	.2	7.9	8	.03	1.2	8	.03	4.0
Total:	5,990	20.3	100.0	6,435	20.7	100.0	4,782	19.1	100.0

Notes: For the purpose of this survey, the social security tax has been calculated at 6.7 percent of the first $35,700 of salary; retirement contribution by the institution (or state) is included only to the extent that it becomes fully vested in the faculty member within five years of service or less, and tuition remission for faculty children or housing benefits are counted only if the institution's programs include payments for study elsewhere (in the case of tuition) or for housing other than that provided by the institution (in the case housing). For the majority, "other benefits" include moving expenses. In the case of public four-year institutions in Texas, it also includes a portion of the employee's contribution to Social Security (i.e., 5.85 percent of the first $16,500 of salary)paid by the state. The figures in parentheses represent the number of recipients (i.e., the number of children rather than the number of faculty members).

For addition information on the reporting of fringe benefits, see Explanation of Statistical Data preceding Appendix I. Averages may not add up to total figures because of rounding.

TABLE 11

Overall Weighted Average Fringe Benefits in Dollars and as a Percentage of Average Salary, by Category and Type of Affiliation, 1983–84[1]

Category	ALL COMBINED		PUBLIC		PRIVATE IND.		CHURCH-REL.	
	in $	as %	in $	as %	in $	as %	in $	as %
I	6,537	19.9	6,206	19.5	7,755	21.2	6,600	20.3
IIA	6,007	21,2	6,140	21.6	5,693	20.1	5,141	18.6
IIB	4,759	19.5	4,862	19.3	5,445	20.7	4,230	18.7
IIC	5,340	19.3	5,831	18.3	5,134	19.9	4,650	21.3
III	5,184	20.8	5,386	21.1	2,356	12.3	3,148	18.4
IV	4,524	19.4	4,623	19.5	3,041	16.9	2,558	16.1
ALL COMBINED	5,933	20.3	5,990	20.3	6,435	20.7	4,782	19.1

[1]For definition of categories, see Explanation of Statistical Data preceding Appendix I.

TABLE 12

Number of Institutions Included in This Report, by Category and Type of Affiliation, 1983–84[1]

Category:	I	IIA	IIB	IIC	III	IV	Total
Public	108	223	112	36	263	394	1,136
Private Independent	45	79	170	117	41	56	508
Church-Related	11	43	325	100	17	27	523
All Combined	164	345	607	253	321	477	2,167

[1]The tabulations in this report are based on information similar to those provided on the Higher Education General Information Survey (NCES 2300-3), and data submitted on Form MEA-17 for the salary increases for continuing faculty. The number of institutions in this table does not include the seventy medical schools of which data for fifty-six institutions were obtained from the Association of American Medical Colleges authorized by these institutions to release information from its own survey for the purpose of this report. Other data were submitted directly to Maryse Eymonerie Associates.

TABLE 13

Number of Faculty Members, Average Salary, and Fringe Benefits as a Percentage of Average Salary for Preclinical Departments of Medical Schools, by Type of Affiliation and Academic Rank, 1983–1984[1]

(Data on 12-Month Basis)

Academic Rank	ALL COMBINED		PUBLIC		PRIVATE	
	No. Fac.	Average Salary	No. Fac.	Average Salary	No. Fac.	Average Salary
Professor	1,543	52,930	1,051	50,550	492	58,080
Associate	1,605	39,860	1,224	39,490	381	41,040
Assistant	1,583	31,250	1,153	30,660	430	32,830
Instructor	669	26,230	594	26,800	75	20,620
All Ranks	5,400	39,160	4,022	38,060	1,378	43,740
Fringe Benefits as a Percentage of Average Salary		19.5%		19.3%		20.1%

[1]Sample includes twenty-one and forty-nine public medical schools. Average salaries have been rounded to the nearest $10.

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EXPLANATION OF STATISTICAL DATA

Instructional Faculty. The instructional staff faculty is defined as those members of the instructional/research staff who are employed on a full-time basis and whose major regular assignment is instruction, including those with released time for research. Institutions are asked to exclude (1) instructional faculty who are employed to teach less than two semesters, three quarters, two trimesters, or two four-month sessions, (2) instructional faculty in preclinical and clinical medicine, (3) instructional faculty who are employed on a part-time basis, (4) administrative officers with titles such as dean of students, librarian, registrar, coach, etc., even though they may devote part of their time to classroom instruction and have faculty status, and (5) undergraduate or graduate students who assist in the instruction of courses, but have titles such as teaching assistant, teaching fellow, etc.

Salary. This figure represents the contracted salary excluding summer teaching, stipends, extra load, or other form of remuneration. Where faculty members are given duties for eleven or twelve months, salaries are converted to a standard academic-year basis by applying a factor of 9/11 or 81.8 percent or by the official factor used in a publicly announced formula which is reflected in a footnote in Appendix I of this report.

Fringe Benefits. In general, fringe benefits include those where the institution (or state) makes a definitive payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits include the institution's (or state's) contribution for: (1) Social Security (for consistency, the previously announced rate of 6.7 percent of the first $35,700 of salary has been used in calculating these payments. The new rate effective January 1, 1984, is 7.05 percent of $37,500 of salary, (2) retirement contributions to the extent that these become vested in the faculty members within five or fewer years of service, (3) life insurance, (4) hospital, medical, and dental insurance, (5) disability income protection, (6) workmen's compensation, (7) unemployment compensation, (8) tuition payments or subsidies only if the institution arranges for cash assistance for all children of faculty members, regardless of the institution they attend (the institution's total contribution is considered to be the maximum annual cash allowance made for study elsewhere per student multiplied by the number of faculty children attending college elsewhere or at the institution), (9) housing allowance, including differential on mortgage rates only if an equivalent cash benefit is available to all faculty members who may prefer to live in housing other than that provided by the institution. Because of the difficulties involved in determining their values, benefits in kind are not included. Since the objective of the study is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Compensation. Compensation represents salary plus the institution's contribution to fringe benefits.

Rating of Average Salary. The rating is based on the actual distribution of average salaries for comparable institutions. For definition of comparable institution, see definition of Categories and the explanation of ratings in Column (2) below.

Definition of Categories. The definition given here is similar to that of the National Center for Education Statistics (NCES). The roman numerals are used for the purpose of the AAUP study and the NCES identification is given in parentheses.

Category I (Doctoral-Level Institutions). These are institutions characterized by a significant level and breadth of activity in and commitment to doctoral-level education as measured by the number of doctorate recipients and the diversity in doctoral-level program offerings. Included in this category are those institutions that are not considered specialized schools (see Category IIC below) and which grant a minimum of thirty doctoral-level degrees. These degrees must be granted in three or more doctoral-level programs.

Category IIA (Comprehensive Institutions). These institutions are characterized by diverse post-baccalaureate programs (including first-professional), but do not engage in significant doctoral-level education. Specifically, this category includes institutions not considered specialized schools in which the number of doctoral-level degrees granted is fewer than thirty or in which fewer than three doctoral-level programs are offered. In addition, these institutions must grant a minimum of thirty post-baccalaureate degrees and either grant degrees in three or more post-baccalaureate programs or, alternatively, have an interdisciplinary program at the post-baccalaureate level.

Category IIB (General Baccalaureate Institutions). These institutions are characterized by their primary emphasis on general undergraduate baccalaureate-level education. They are not significantly engaged in post-baccalaureate education. Included are institutions which are not considered as specialized and in which the number of post-baccalaureate degrees granted is fewer than thirty or in which fewer than three post-baccalaureate-level programs are offered and which either (a) grant baccalaureate degrees in three or more program areas, or (b) offer a baccalaureate program in interdisciplinary studies.

Category IIC (Specialized Institutions). These are baccalaureate, or post-baccalaureate institutions that are characterized by a programmatic emphasis in one area (plus closely related specialties), such as business or engineering. The programmatic emphasis is measured by the percentage of degrees granted in the program area. An institution granting over 60 percent of its degrees in one program area *and* granting degrees in fewer than five baccalaureate program areas is considered to be a specialized institution.

Category III (Two-year Institutions with Academic Ranks). These are institutions that confer at least 75 percent of their degrees and awards for work below bachelor's degree.

Category IV. These institutions do not utilize the standard academic ranks. With the exception of a few liberal arts institutions, the majority of these are two-year colleges.

Definition of data presented in Appendix I:

Col. (1) Institution's Category—The definition of Categories is given above.

Col. (2) Ratings of Average Salary—Each rating represents the percentile interval in which the institution's average salary in a given rank lies (1* = 95th percentile or above, 1 = 80th percentile to 94.9%; 1 = 60th percentile to 79.9%, etc. An average salary lower than the 20th percentile is rated 5. The ratings have been assigned using the actual average salary which is then rounded to the nearest hundred for publication in Col. (3).

Col. (3) Average Salary by Rank and for All Ranks Combined—This figure represents the average contracted salary (adjusted to a standard academic-year basis, when necessary) excluding summer teaching, extra load, etc., which has been rounded to the nearest hundred dollars; an entry of 23.3 would stand for an average salary between 23,250 and 23,349. The All Ranks figure includes the rank of lecturer which is not published here.

Col. (4) Benefits as a Percentage of Average Salary (All Ranks Combined)—This percentage represents the overall average fringe benefits as a percentage of average salary (i.e., all ranks combined including that of lecturer).

Col. (5) Rating of Benefits as Percentage of Average Salary—Each rating represents the percentile interval in which the institution's average fringe benefits as a percentage of average salary lies. See Col. (2) above for method used to assign rating.

Col. (6) Average Compensation for All Ranks Combined—This figure represents the overall average salary plus fringe benefits including the ranks of lecturer.

Col. (7) Benefits included in determining the average compensation—F = FICA or social security; R = retirement; M = medical and/or dental insurance; L = life insurance; D = disability income protection; U = unemployment compensation; W = workmen's compensation; T = tuition for faculty children (providing the institution arranges for payment for study elsewhere); H = housing benefits (providing that the institution arranges for payment for housing other than that provided by the institution or mortgage loans at a reduced rate), and O = other benefits in kind with cash option.

Col. (8) Percentage of Tenured Faculty—This percentage is that of tenured faculty in a given rank.

Col. (9) Percentage Increase in Salary for Continuing Faculty—The percentage increase in salary is that for continuing faculty or faculty members remaining on staff in 1983–84. This figure represents an increase in salary for *individuals* as opposed to a change in salary levels for a given rank from one year to the next. For the purpose of reporting this information, the institution is asked to provide the data by rank but using, in a case of promotion, the rank held in 1982–83. Therefore, the increase shown is that of individuals in a given rank during academic year 1982–83. This figure includes both across-the-board and promotion increments.

Col. (10) Number of Full-time Faculty Members by Rank and by Sex—This number represents the total number of full-time faculty in a given rank.

Col. (11) Average Salary by Rank and by Sex—This figure, like those in Col. (3), has been rounded to the nearest $100. The average is not shown and is replaced by dashes when the number of individuals in a given rank and/or sex is five or fewer. This policy has been adopted to protect the confidentiality of individual salaries.

Cautionary Notes

As stated in Col. (1) above, Category IV institutions do not use the standard academic ranks. For the purpose of the listing in Appendix I, however, the data are shown under the rank labelled "IN" which is that of Instructor.

With the exception of data shown in Col. (10), data are not given when the number of individuals (men or women) in a given rank is five or fewer. This policy was adopted to protect the confidentiality of individual salaries and because an average with so few individuals would be misleading for comparison purposes. In such cases, dashes (----) will appear in the affected columns.

The data presented in this report were gathered by Maryse Eymonerie Associates which collected information similar to that provided on the Higher Education General Information Survey (HEGIS) Form NCES 2300-3 which includes data on salaries, fringe benefits, and tenure. Data on increases for continuing faculty were provided on Form MEA-17.

Average Salary and Average Compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants whose compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Average figures for small institutions may also be influenced by the fact that in a given year a relatively large number of their higher paid faculty may be on leave without pay or may have retired. In addition, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, which can exercise a double-edged effect upon the average reported in both the higher and lower ranks.

Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these peripheral influences in mind.

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
A L A B A M A															
ALABAMA A & M UNIVERSITY		IIA	5	4	4	4	28.4	25.4	21.5	17.0	23.6	21.	3	28.5	FRLU
ALABAMA STATE UNIVERSITY		IIA	5	4	4	4	28.0	25.4	21.4	17.8	22.7	8.	5	24.5	FML
ALEXANDER CITY STATE JC		IV				3				21.8	21.8	8.	5	23.6	FMU
ATHENS STATE COLLEGE		IIB	3	2	1		29.1	26.1	23.0		26.5	7.	5	28.3	FM
AUBURN U MAIN CAMPUS		I	5	5	5	5	34.8	27.3	22.7	16.9	27.0	12.	5	30.1	FRMLDU
BIRMINGHAM SOUTHERN COLL	1	IIB	3	4	2		27.4	21.5	20.7	----	23.0	24.	1	28.6	FRMLUW
BREWER STATE JR COLLEGE		IV				3				21.1	21.1	9.	5	23.1	FMU
CHATTAHOOCHEE VALLEY CC		IV				3				21.6	21.6	10.	5	23.8	FRM
CONCORDIA COLLEGE		III			5				12.5	----	12.7	27.	1	16.1	FRML
FAULKNER STATE JR COLLEGE		IV				3				22.1	22.1	9.	5	24.0	FMU
GEO C WALLACE ST CC-DOTHN		IV				3				22.2	22.2	9.	5	24.1	FM
GEO C WALLACE ST CC-SELMA		IV				3				21.7	21.7	9.	5	23.6	FMU
HUNTINGDON COLLEGE		IV				3	23.4	21.1	18.6	15.3	20.0	18.	3	23.7	FRMDUW
JACKSONVL ST UNIVERSITY		IIB	4	4	4	4	29.7	28.7	23.4	20.7	25.4	13.	5	28.7	FRLDU
JEFFERSON ST JR COLLEGE		IIA	5	2	2	1				22.7	22.7	9.	5	24.7	FMU
JOHN C CALHOUN ST CC		IV				3				21.7	21.7	8.	5	23.5	FM
JUDSON COLLEGE		IV				3	23.2	----	19.8	----	19.7	16.	4	22.7	FRLD
LAWSON STATE COMM COLL		IIB	5		3										
LIVINGSTON UNIVERSITY		IV				4						12.			
LURLEEN B WALLACE ST JC	3	IIB	4	5	5	5	24.3	19.2	16.6	14.6	19.2		5	21.5	FMLDU
MOBILE COLLEGE		IV				4				20.4	20.4	9.	5	22.2	FMU
NTHEST ALA ST JR COLLEGE		IIC	5	5	5	4	20.1	18.3	16.3	14.7	16.5	21.	2	19.9	FRMLU
NTHWST ALA ST JR COLLEGE		IV				3				21.3	21.3	9.	5	23.3	FMU
OAKWOOD COLLEGE		IV				3				20.9	20.9	9.	5	22.7	FMU
S D BISHOP ST JR COLLEGE		IIB	5	5	5	5	17.4	16.7	15.5	14.4	16.0	10.	5	17.6	FM
SNEAD STATE JR COLLEGE		IV													
STHESTN BIBLE COLLEGE	1	IV													
SPRING HILL COLLEGE		IV				5									
STILLMAN COLLEGE	LFO	IIB	3	3	3					10.4	10.4	13.	4	11.7	FLUWT
TALLADEGA COLLEGE		IIB		5	5	5	28.8	22.5	19.5	----	22.9	20.	2	27.4	FRMLDUW
TROY STATE U MAIN CAMPUS		IIB		5	5		----	17.0	16.8	13.5	15.8	14.	5	18.0	FRMLDU
TROY ST U DOTHN-FT RUCKER		IIA	4	5	4	5	----	17.7	16.4	----	17.5	11.	5	19.3	FRMUW
TROY STATE U MONTGOMERY		IIA		5	3		30.3	23.5	21.0	16.0	21.5	18.	4	25.3	FRMLDUT
TUSKEGEE INSTITUTE		IIA	5	5	5		----	24.6	23.0	----	23.3	18.	4	27.6	FRMLDUT
UNIVERSITY OF ALABAMA		IIA	5	5	5	5	18.1	22.7	20.2	----	19.7	18.	4	23.2	FRMLDUT
U ALABAMA IN BIRMINGHAM		I	4	4	4	5	27.1	22.4	19.1	15.6	20.6	13.	5	23.3	FRLUW
U ALABAMA IN HUNTSVILLE		I	4	4	5	4	36.5	27.6	23.0	16.1	28.6	15.	5	33.0	FRMLDUW
UNIVERSITY OF MONTEVALLO	2	IIA	2	3	4	3	36.5	27.6	22.2	18.1	27.4	17.	4	32.0	FRMLDUW
U OF SOUTH ALABAMA		IIA	5	5	4	5	35.7	27.5	21.9	18.1	26.2	20.	3	31.3	FRMLDU
WALLACE ST CC-HNCV		IIA	4	4	4	2	26.9	23.8	20.8	16.6	23.1	14.	5	26.3	FMLDU
A L A S K A		IV				4	31.6	25.5	22.2	19.8	25.5	13.	5	28.8	FRMLD
ALASKA PACIFIC UNIVERSITY										20.6	20.6	11.	5	22.8	FMU
UNIV ALASKA ANCHORGE COM COL		IIC		2	2										
UNIV ALASKA ANCHORAGE		IV				1*	----	27.3	24.3	----	26.4	13.	5	29.9	FRMU
UNIV ALASKA CHUKCHI COMM C		IIA	1*	1*	1*	1*				40.2	40.2	14.	4	45.7	MLDUW
UNIV ALASKA FAIRBANKS		IV					53.4	42.0	34.3	28.5	41.2	8.	5	44.5	MLDUW
UNIV ALASKA JUNEAU		IIA	1*	1*	1*	1*				----	----	---	5	----	MLDUW
UNIV ALASKA KENAI PEN COM C		IIB		1*	1*		59.4	46.9	38.2	31.6	46.0	8.	5	49.4	MLDUW
UNIV ALASKA KODIAK COM C		IV				1*	----	43.1	35.5	----	38.9	10.	5	42.6	MLDUW
UNIV ALASKA KUSKOKWIM		IV				1*				39.0	39.0	9.	5	42.3	MLDUW
UNIV ALASKA MATANUSKA CC		IV				1*				42.0	42.0	8.	5	45.3	MLDUW
UNIV ALASKA KETCHIKAN		IV				1*				46.7	46.7	7.	5	50.2	MLDUW
UNIV ALASKA PRINCE WM SOPND CC		IV				1				36.1	36.1	9.	5	39.4	MLDUW
UNIV ALASKA ISLANDS COMM COLL		IV				1*				32.6	32.6	10.	5	35.8	MLDUW
UNIV ALASKA NW COMM COLL		IV								37.4	37.4	10.	5	40.7	MLDUW
UNIV ALASKA RURAL EDUC		IV								----	----	---	5	----	MLDUW
UNIV ALASKA TANANA VALLEY CC		IV								----	----	---	5	----	MLDUW
A R I Z O N A		IV				1*				----	----	---	5	----	MLDUW
AMER GRAD SCH OF MGMT										39.9	39.9	8.	5	43.2	MLDUW
ARIZONA STATE UNIVERSITY		IIC	2	2	2										
ARIZONA WESTERN COLLEGE	4	I	3	2	3	3	32.4	27.0	24.6	----	27.6		5	27.6	
COCHISE COLLEGE		IV				3	40.5	31.0	25.0	19.5	32.6	18.	4	38.4	FRMLDUW
COLLEGE OF GANADO		IV				3				23.6	23.6	18.	3	27.9	FRMLDWT
EASTERN ARIZONA COLLEGE		III				5				21.8	21.8	19.	3	25.9	FRMLDUW
GRAND CANYON COLLEGE	4	IV				2		----	----	14.5	15.5	19.	3	18.4	FMLW
GLENDALE CMTY COLLEGE		IIB	4	4	4					24.9	24.9	18.	3	29.3	FRMLUW
MARICOPA TECH CC		IV				1*	26.0	21.7	17.8		22.0	16.	4	25.4	FRMLDW
MESA COMMUNITY COLLEGE		IV				1				34.3	34.3	19.	3	40.8	FRMLDUW
PHOENIX COLLEGE		IV				1*				32.3	32.3	18.	3	38.0	FRMLUW
RIO SALADO COLLEGE		IV				1*				33.9	33.9	19.	3	40.4	FRMLDUW
SCOTTSDALE CMTY COLLEGE		IV								34.4	34.4	19.	3	41.0	FRMLDUW
SOUTH MOUNTAIN CMTY C		IV				1				----	----	---	3	----	FRMLDUW
MOHAVE COMMUNITY COLLEGE		IV				2				33.4	33.4	19.	3	39.8	FRMLDUW
NAVAJO COMMUNITY COLLEGE		IV				3				26.5	26.5	14.	4	30.1	FRMLDUW
NORTHERN ARIZ UNIVERSITY		IV				4				22.5	22.5	18.	3	26.6	FMLDUW
PIMA COMMUNITY COLLEGE		IIA	2	2	2	2				18.8	18.8	11.	5	20.9	FRMLDWT
STHWTN BAPTIST BIBLE COLL		IV				2	36.2	29.3	24.1	19.7	28.5	20.	3	34.1	FML
UNIVERSITY OF ARIZONA		IIC								24.8	24.8	13.	4	28.1	FRMLDUW
YAVAPAI COLLEGE	4	I	2	2	2	1	----	----	----	----	20.0	11.	5	22.3	FRMLDW
A R K A N S A S		IV				2	41.8	31.0	25.3	23.1	34.7	18.	4	41.1	FMWT
ARKANSAS COLLEGE										26.9	26.9	18.	3	31.9	FRMLDUW
ARKANSAS STATE U BEEBE BR		IIB	3	3	2										FRMLDUWT
ARKANSAS TECH UNIVERSITY	1	III			3		28.8	23.6	21.6	----	24.9	15.	4	28.7	
CENTRAL BAPTIST COLLEGE		IIB	3	3	2	2		----	21.3	----	21.2	22.	2	25.9	FRMLDW
COLLEGE OF THE OZARKS		IIC	5				26.4	23.6	21.5	18.5	22.9	18.	3	27.1	FRMLDU
GARLAND CO CMTY COLLEGE		IIB	5	5	5		19.0	----	----	----	16.8	22.	2	20.4	FRMLUW
HARDING U MAIN CAM		IV				4	18.5	16.6	15.2	----	16.4	26.	1	20.6	FML
HARDING GRAD SCH RELIGION		IIB	4	4	4					17.4	17.4	19.	3	20.8	FRMLD
HENDERSON ST UNIVERSITY		IIC					24.6	21.0	18.1	----	21.0	17.	3	24.6	FRMLDW
HENDRIX COLLEGE		IIA					----	----	----	----	20.1	9.	5	22.0	FRMLT
MISS CO CMTY COLLEGE		IIB	2	2	2										RMUT
OUACHITA BAPT UNIVERSITY		IV				5	29.2	24.7	20.6		24.9	22.	1	30.4	FRMLUW
STHN ARK U MAIN CAMPUS		IIA	5	5	5	4				17.1	17.1	25.	1	21.3	FRMLD
SOUTHERN BAPTIST COLLEGE		IIB	3	3	2	4	28.7	24.0	20.1	17.0	23.3	17.	4	27.2	FRM
U OF ARKANSAS MAIN CAMPUS		IV				5	27.3	24.3	21.3	15.4	22.8	22.	1	27.7	FRMLDUW
U OF ARK AT LITTLE ROCK		I	5	5	5	4				11.7	11.7	14.	4	13.2	FRMLU
U OF ARKANSAS PINE BLUFF		IIA	3	4	4	4	34.1	26.6	22.5	17.4	28.3	17.	4	33.0	FRMLDUW
U OF CENTRAL ARKANSAS		IIB	4	3	2	3	34.3	26.5	21.8	18.0	24.8	20.	3	29.7	FRMLDUW
C A L I F O R N I A		IIA	4	4	4	3	26.3	23.2	20.6	16.5	21.8	24.	1	26.9	FRMLDUW
ALLAN HANCOCK COLLEGE							30.2	25.4	21.3	18.9	24.6	24.	2	30.4	FRMLW
AMER BAPT SEM OF WEST		IV				1									
AMERICAN RIVER COLLEGE		IIC	3							27.5	27.5	21.	2	33.1	RMLDUWD
ANTELOPE VALLEY COLLEGE		IV				1	26.4				26.4	25.	2	33.0	RMDWD
BARSTOW COLLEGE		IV				1				31.3	31.3	15.	4	36.1	RMDUW
		IV				1				29.4	29.4	19.	3	35.0	RMLDUW
										33.5	33.5	22.	2	40.8	RMDUWD

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
98.	75.	53.						32	51	53	7	10	24	37	17	28.3	25.7	22.2	17.0	28.5	24.8	20.6	17.0
86.	78.	57.		5.1	5.6	6.0	6.2	23	31	27	17	5	15	36	22	----	25.8	22.1	18.7	----	24.5	20.9	17.0
			76.								18				15				22.1				21.3
94.	80.	64.				1.1		10	8	6		6	2	5		29.0	----	----		29.3	----	----	
96.	89.	24.		1.2	2.0	1.9	3.1	274	305	235	61	8	44	63	46	34.9	27.7	23.3	17.2	31.7	25.2	20.5	16.4
83.	75.							25	7	22	1	5	13	12	2	----	21.8	21.7	----	----	21.3	18.9	----
			75.								9				7				20.9				21.4
			93.				9.4				20				20				22.6				20.6
		11.								4	2			5				----	----			----	
			76.								16				17				22.9				21.3
			83.								61				44				22.7				21.6
			80.				1.3				31				23				22.3				20.9
91.	78.	29.		5.7	5.6	6.1	-----	9	8	10	2	2	1	4	4	----	----	----	----	----	----	----	----
40.	88.	41.	10.	5.0	5.4	5.6	7.5	37	68	26	36	10	16	30	42	29.7	28.7	23.4	20.8	29.7	28.9	23.4	20.5
			94.								72				74				23.6				22.0
			80.								76				68				21.4				22.0
ALL	ALL	22.						5	2	6	1	2	1	3	4	----	----	----	----	----	----	----	----
							1.2																
90.	53.	4.		10.3	-----	12.5	-----	13	11	15	4	8	4	8	7	24.4	----	16.9	----	24.2	----	16.1	----
			73.								17				9				20.8				19.6
ALL								5	4	13		1	3	12	16	----	----	16.3		----	----	16.2	14.7
			70.								11				16				22.2				20.7
			57.								16				12				22.0				19.4
50.	17.							10	10	9	4	2	8	17	7	----	17.0	15.8	----	----	16.3	15.4	----
							.4																
											7				3				----				----
87.	69.	6.		6.9	7.3	8.1	-----	13	11	10		2	2	6	3	----	----	20.0		----	----	18.7	----
60.	60.	31.						2	8	5	8	3	2	11	7	----	----	----	13.2	----	----	----	13.8
80.	17.							4	12	10	1	1	6	7	2	----	18.6	16.7	----	----	15.9	15.9	----
96.	72.	33.						21	26	54	17	3	10	34	29	----	23.2	21.1	16.4	----	24.4	20.9	15.8
50.	17.	28.						3	4	17	2	1	2	8	2	----	----	23.3	----	----	----	22.2	----
83.	50.	42.						5	8	11	2	1		1	2	----	22.7	----	----	----		----	----
87.	57.	40.	17.	3.5	6.1	3.8	2.9	58	46	58	34	10	12	46	43	27.9	23.0	19.4	16.4	22.0	20.2	18.6	14.9
98.	79.	19.	12.	3.8	4.7	5.5	5.3	221	151	130	22	25	44	52	35	36.9	27.9	23.4	15.7	33.7	26.8	22.1	16.3
99.	92.	11.	14.	7.8	6.0	7.2	17.4	69	100	76	9	11	24	38	5	37.0	28.2	22.6	----	33.1	25.1	21.5	----
93.	74.	16.	4.					39	52	50	12	4	18	20	14	----	29.0	22.8	19.7	----	23.4	19.7	16.8
ALL	78.	32.						34	29	20	8	9	22	18	5	26.9	23.8	22.8	----	26.9	23.7	18.6	----
95.	83.	38.	37.	5.9	5.9	4.9	10.0	96	68	47	28	14	19	25	34	32.0	25.9	22.9	21.7	28.7	24.0	21.0	18.2
			66.								27				23				20.8				20.3
								1	5	4		1	1	2	2	----	----	----		----	----	----	----
											82				57				40.6				39.6
84.	39.	3.						28	39	24	6	4	15	14	8	----	41.8	34.5	28.9	----	42.5	34.1	28.2
											3				1				----				----
73.	36.	1.						48	56	56	5	4	11	18	8	----	47.0	38.3	----	----	46.7	37.8	----
33.	29.							3	15	17	1		2	7	1	----	----	36.7	----		----	32.6	----
											19				6				38.2				41.7
											3				3				----				----
											8				5				----				----
											9				2				----				----
											6				3				----				----
											4				2				----				----
											3				2				----				----
											3				2				----				----
											1				1				----				----
											16				7				36.2				48.3
ALL	81.		25.	8.1	7.0	9.6	-----	15	22	6	3	4	14	2	1	----	28.8	----	----	----	24.3	----	----
96.	90.	21.	3.	2.0	2.1	3.4	2.3	439	344	196	4	43	63	100	25	40.9	31.2	25.6	----	37.2	29.8	23.8	----
							3.3				45				23				24.4				22.0
											65				25				22.2				20.7
									2	4	5		2		2		----	----	----		----		----
			80.								51				13				25.6				22.3
80.	46.							7	7	4		3	6	5		----	21.1	----		----	22.4	----	
			88.								107				68				35.1				32.9
			78.								32				23				33.8				30.2
			88.								120				60				35.1				31.4
			90.								94				71				35.6				32.9
			60.								3				2				----				----
			88.								57				43				32.5				34.6
			44.								4				12				----				----
							2.6				28				14				22.4				22.6
											32				26				20.0				17.3
91.	77.	25.	2.					108	166	89	27	3	18	37	23	----	29.4	24.3	20.0	----	28.9	23.5	19.3
							5.0				145				93				25.5				23.8
ALL	ALL	50.	ALL						2	2	1	1			1		----	----	----				----
ALL	93.			3.2	3.8	5.0	3.3	644	300	141	11	29	59	72	12	42.0	31.3	25.9	25.7	38.4	29.3	24.0	20.7
											48				22				28.0				24.5
79.	13.							10	7	10		4	1	2	1	----	----	----		----	----	----	----
	ALL	83.			-----	4.8	-----		3	13	3		1	5	1		----	----	----		----	----	----
ALL	90.	21.		4.4	4.4	4.7	4.9	19	47	33	6	1	14	14	6	----	23.8	21.9	19.4	----	23.0	20.5	17.6
								7	1	1	2	2	1	2	1	----	----	----	----	----	----	----	----
ALL	54.			5.2	5.2	-----	-----	6	10	5	1	2	3	1	4	----	----	----	----	----	----	----	----
											19				18				18.4				16.4
89.	42.	7.						43	33	37	4	2	12	8	1	----	21.8	18.3	----	----	19.1	17.5	----
ALL	ALL							1	2	2	1					----	----	----	----				
				2.0	2.0	2.0	2.0																
ALL	20.			6.0	7.0	7.6		16	22	13		2	3	3		----	----	----		----	----	----	
							4.4				12				21				18.7				16.1
85.	83.	58.	7.					24	21	10	9	2	3	9	6	----	----	20.5	17.0	----	----	19.5	16.8
ALL	90.	57.		4.9	5.0	5.2	5.9	16	24	18	4	6	6	10	10	27.2	24.5	21.6	----	27.5	23.3	20.8	----
											7				7				13.0				10.3
97.	86.	22.	6.	1.3	.8	1.7	3.5	320	154	135	20	23	26	42	30	34.3	26.9	22.9	18.7	30.7	24.6	21.0	16.5
95.	81.	30.	23.	6.0	5.2	6.1	2.4	71	90	57	11	6	26	37	15	34.4	27.3	22.7	16.3	32.6	23.7	20.4	19.3
86.	70.	49.	41.	6.5	2.5	6.0	5.2	22	25	31	11	14	5	16	18	26.8	----	21.1	16.9	25.7	----	19.6	16.3
ALL	72.	42.	12.	4.3	4.9	4.7	4.3	65	42	46	15	1	26	26	18	----	25.1	21.7	19.4	----	25.9	20.7	18.4
			91.								86				37				29.0				23.8
ALL								6								26.4							
			93.				.8				222				79				31.8				29.9
			97.								44				33				30.1				28.5
			ALL								21				4				----				----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
CALIFORNIA (CONTD)															
BIOLA UNIV		IIA	5	5	5	5	28.7	24.0	19.5	16.8	23.5	17.	4	27.4	FRMLDUW
CAL BAPTIST COLLEGE		IIB	4	4	4		24.7	20.2	17.5	----	20.3	17.	3	23.8	FRMLDW
CAL COLLEGE ARTS & CRAFTS		IIC	4	5			21.9	18.7			20.6	18.	3	24.2	FRMDUW
CAL COLLEGE PODIATRIC MED		IIC	1	1			38.0	30.5	----		32.8	15.	4	37.6	FRMLU
CALIFORNIA INST OF ARTS		IIC				1				23.9	23.9	19.	3	28.5	FRMLDW
CA INST INTEGRAL STDIES		IIC					----	----	----		5.1	29.	1	6.6	FMDUW
CAL INST OF TECHNOLOGY		I	1*	1*	1*	5	52.3	3..4	31.4	16.7	45.5	23.	2	55.8	FRMLDUW
CAL LUTHERAN COLLEGE		IIA	4	4	5	2	31.2	25.1	20.5	19.2	25.3	21.	3	30.7	FRMDW
CALIFORNIA MARITIME ACAD		IIC		2	2		----	25.8	23.5	----	23.4	33.	1	31.0	FRM
CAL ST COLLEGE-BAKERSFLD		IIA	2	2	3		36.6	28.7	22.8	----	31.7	31.	1*	41.6	FRMUW
CAL STATE C-SN BERNARDINO		IIA	2	2	3		36.0	28.2	23.1	----	29.3	32.	1*	38.7	FRMUW
CAL POLY ST U-SN LUIS OB		IIA	2	2	2	1	36.2	28.3	23.3	20.9	32.0	31.	1*	41.9	FRMUW
CAL STATE U-CHICO		IIA	2	2	3		36.8	28.0	23.0	----	32.9	31.	1*	42.9	FRMUW
CAL STATE U-DOMINGUEZ HLS		IIA	2	2	2		36.2	28.0	23.1	----	32.3	31.	1*	42.3	FRMUW
CAL STATE U-FRESNO		IIA	1	2	3	2	37.0	28.2	22.8	20.3	33.4	30.	1*	43.6	FRMUW
CAL STATE U-FULLERTON		IIA	1	2	3		36.9	28.7	22.9	----	32.8	31.	1*	42.9	FRMUW
CAL STATE U-HAYWARD		IIA	2	2	3	2	36.8	28.4	23.1	20.0	33.0	31.	1*	43.1	FRMUW
HUMBOLDT STATE U		IIA	2	2	2		36.6	28.1	23.4	----	31.8	31.	1*	41.5	FRMUW
CAL STATE U-LONG BEACH		IIA	1	2	3	1	37.2	28.8	23.0	21.0	32.8	30.	1*	42.7	FRMUW
CAL STATE U-LOS ANGELES		IIA	2	2	2		36.8	28.5	23.4	----	33.1	30.	1*	43.1	FRMUW
CAL STATE U-NORTHRIDGE		IIA	2	2	2	1	36.9	28.3	23.4	20.6	33.0	30.	1*	42.9	FRMUW
CAL STATE POLY U-POMONA		IIA	2	3	3		36.7	27.7	23.0		32.6	31.	1*	42.6	FRMUW
CAL STATE U-SACRAMENTO		IIA	2	2	2	1	36.7	28.3	23.3	20.4	33.3	30.	1*	43.4	FRMUW
SAN DIEGO STATE U		IIA	1	2	2	1	37.3	28.8	23.7	21.1	32.5	31.	1*	42.5	FRMUW
SAN FRANCISCO STATE U		IIA	1	3	3	2	36.9	27.7	22.9	20.0	32.4	30.	1*	42.1	FRMUW
SAN JOSE STATE U		IIA	1	2	2	1	37.1	28.3	23.2	20.7	32.3	30.	1*	42.0	FRMUW
SONOMA STATE UNIVERSITY		IIA	1	2	2		36.9	28.9	23.3	----	34.0	30.	1*	44.3	FRMUW
CAL ST COLLEGE-STANISLAUS		IIA	1	2	3	1	36.9	28.2	22.6	20.6	32.2	31.	1*	42.1	FRMUW
CALIF WESTERN SCH LAW		IIC	1*	1*			49.0	41.0	----		43.0	17.	3	50.5	FRMLDUW
CERRITOS COLLEGE		III	1*	1*	1*	1*	37.4	33.5	31.7	29.3	34.4	15.	4	39.7	RMLU
CERRO COSO CMTY COLLEGE		III	2	1			31.2	29.7	----		29.1	19.	3	34.5	RMLDUW
CHABOT COLLEGE		IV				1*				35.0	35.0	19.	3	41.4	FRMLDUW
CHAPMAN COLLEGE		IIA	3	4	4		32.8	26.7	21.9		25.8	17.	4	30.3	FRMLDW
CHRIST COLLEGE IRVINE		IIB	5		5		22.4	----	17.3		19.9	19.	3	23.7	RM
CHRISTIAN HERITAGE C		IIB		5			----	19.2	----		19.1	16.	3	22.6	FRMLDUW
CHURCH DIV SCH OF PACIFIC		IIB	2				31.3	----			30.1	29.	1*	38.9	FRMLDW
CLAREMONT GRADUATE SCHOOL		I	1	1	1		46.6	32.9	27.0		39.5	20.	3	47.4	FRMDU
CLAREMONT MCKENNA C		IIB	1*	1	1*		39.3	29.1	24.7	----	33.1	22.	1	40.2	FRMLDUWT
COLLEGE OF THE DESERT		III	1	1	2		33.7	30.6	23.7	----	31.0	17.	4	36.4	FRMUW
COLLEGE OF MARIN		IV				1				33.5	33.5	16.	4	38.4	RMLDUW
COLLEGE OF NOTRE DAME		IIA	5	5	5		28.0	20.3	16.9	----	21.9	16.	4	25.3	FRMLDW
COLLEGE OF THE REDWOODS		IV				1				31.9	31.9	19.	3	37.8	RMDUW
COLLEGE OF THE SISKIYOUS		IV				1				27.5	27.5	23.	1	34.0	RMLUW
CONTRA COSTA COLLEGE		IV				1*				34.8	34.8	15.	4	40.0	FRMLDUW
COSUMNES RIVER COLLEGE		IV				1				31.1	31.1	15.	4	35.7	RMDUW
CUESTA COLLEGE		IV				1				32.8	32.8	19.	3	39.2	FRMUW
CUYAMACA COLLEGE		IV				1				28.3	28.3	16.	4	32.7	RMLUW
CYPRESS COLLEGE		IV				1				32.8	32.8	20.	2	39.4	RMUW
DIABLO VALLEY COLLEGE		IV				1*				35.5	35.5	15.	4	40.9	RMLDUW
FEATHER RIVER COLLEGE		IV				2				25.0	25.0	21.	2	30.3	RMLDUW
FULLER THEOLOGICAL SEM		IIC	3	3	2		28.1	23.9	23.1	----	25.1	28.	1	32.1	FRMLDUWT
FULLERTON COLLEGE		IV				1*				34.4	34.4	19.	3	40.8	RMUW
GLENDALE CMTY COLLEGE		IV				1				31.9	31.9	22.	2	39.1	RMUW
GOLDEN WEST COLLEGE	8	IV				1*				34.8	34.8	22.	2	42.5	FRMLDUWO
GRADUATE THEOL UNION		IIC					----		----		----	---	2	----	FRMDW
GROSSMONT COLLEGE	4	IV				1				30.3	30.3	17.	3	35.5	FRMLDUW
HARTNELL COLLEGE		IV				1				30.9	30.9	16.	4	35.9	RMLDUWO
HARVEY MUDD COLLEGE		IIC	1		2		41.6	----	24.5	----	35.7	23.	2	44.0	FRMLDWT
HOLY NAMES COLLEGE		IIA		5	5		----	21.4	18.3	----	19.7	14.	5	22.5	FRMUW
INDIAN VALLEY COLLEGES		IV				1				31.5	31.5	15.	4	36.1	RMUW
JOHN F KENNEDY UNIVERSITY		IIA							----		----	---	5	----	FW
LAKE TAHOE CMTY COLLEGE		IV				1				28.3	28.3	21.	2	34.2	RMUW
LANEY COLLEGE		IV				1				30.8	30.8	18.	3	36.4	RMLDUW
LINCOLN UNIVERSITY		IIC					----	----			13.7	20.	3	16.4	FRMUW
LOMA LINDA UNIVERSITY		IIC	4	4	3	2	22.4	21.5	19.8	18.4	20.8	15.	4	24.0	FMLUW
LOS ANGELES BAPT COLLEGE		IIB		4		4	----	20.0	----	16.1	19.3	22.	1	23.5	FRMLWT
LOS ANG C OF CHIROPRACTIC		IIC	3			4	25.6	----	----	15.0	19.9	27.	1	25.3	FRMUW
LOS MEDANOS COLLEGE		IV				1				32.4	32.4	16.	4	37.4	RMLDUW
LOYOLA MARYMOUNT U		IIA	1*	1	1		42.2	30.9	25.1	----	33.6	21.	3	40.5	FRMLDUW
MARYMOUNT PALOS VERDES C	PNA	III													
MENLO COLLEGE		IV				1				28.0	28.0	19.	3	33.2	FRMLDWH
MENNONITE BRTHREN BIB SEM		IIC					----	----	----		25.9	23.	2	32.0	FRMLDW
MERCED COLLEGE		IV				1				32.7	32.7	22.	2	39.9	RMLDUW
MILLS COLLEGE		IIA	1	3	4		38.0	27.5	21.0	----	27.3	18.	4	32.3	FRMDW
MIRA COSTA COLLEGE		IV				1*				33.7	33.7	17.	3	39.5	RMLDUW
MONTEREY INTRNATL STDIES		IIA		5	5	5	----	23.7	20.0	16.2	21.6	24.	2	26.8	FRMLUW
MONTEREY PEN COLLEGE		IV				1				29.3	29.3	19.	3	34.9	FRMLUW
MOORPARK COLLEGE		IV				1				32.0	32.0	16.	4	37.0	RMUW
MOUNT SNT MARY'S COLLEGE		IIB	3	3	3	3	28.0	23.1	20.1	17.3	21.0	18.	3	24.7	FRMDUW
MT SAN JACINTO COLLEGE		IV				1				31.1	31.1	18.	3	36.6	RMLUWO
NAPA VALLEY COLLEGE		IV				2				27.1	27.1	16.	4	31.5	FRMUW
NAVAL POSTGRADUATE SCHOOL	9	IIC	1	1	1		42.7	32.6	25.7		36.1	11.	5	39.9	RML
NEW COLLEGE OF CALIF	7	IIB								11.5	11.5	28.		14.7	FMLDUW
OCCIDENTAL COLLEGE		IIB	1*	1	1	1*	38.0	29.2	23.5	22.0	29.8	25.	1	37.4	FRMLDUWT
OHLONE COLLEGE		III	1	1*	1*	1*	34.5	32.3	28.9	27.2	31.7	18.	4	37.3	RMLDUW
ORANGE COAST COLLEGE		IV				1*				35.1	35.1	19.	3	41.7	FRMLDUW
OTIS ART INST PARSON SCH		IV				1				27.5	27.5	20.	2	33.0	FRMLDW
OXNARD COLLEGE		AV				1				30.5	30.5	16.	4	35.4	RMUW
PACIFIC CHRISTIAN COLLEGE		IIC	4				24.0	----	----		23.5	22.	2	28.7	FRMLDWT
PACIFIC OAKS COLLEGE	6	IIA				5				16.2	16.2	18.	4	19.1	FRMUW
PACIFIC SCH OF RELIGION		IIC	5				6.5	----	----		77.2	10.	5	84.6	FRMLDW
PACIFIC UNION COLLEGE		IIB	5	3	2	1	23.1	22.2	20.9	19.2	21.5	11.	5	23.9	FRMU
PALMER C CHIRO-WEST		IIC				1		----	----	20.2	20.0	13.	5	23.5	FMLUW
PALO VERDE COLLEGE		IV				2				25.7	25.7	24.	1	31.9	FRMLUW
PASADENA COLLEGE CHIRO		IIC													
PATTEN COLLEGE		IIC					----	----	----		----	---	1	----	FRMLUW
PEPPERDINE UNIVERSITY		IIA	1	1	1*	1*	39.9	31.4	26.6	24.7	34.1	17.	4	40.0	FRMLDUW
PITZER COLLEGE		IIB													
POINT LOMA COLLEGE		IIB	3	3	4	3	28.5	22.9	18.3	16.3	23.8	20.	2	28.7	FRMLDW
POMONA COLLEGE		IIB	1*	1*	1*		40.9	30.2	24.3	----	32.7	20.	2	39.3	FRMLDT
PORTERVILLE COLLEGE		III	2	2	1		33.0	28.0	25.3	----	29.2	19.	3	34.8	RMLDUWO
RIVERSIDE CITY COLLEGE	6	IV				1				32.7	32.7	17.	3	38.4	FRMLUW
SACRAMENTO CITY COLLEGE		IV				1				31.4	31.4	15.	4	36.2	RMDUW
SNT MARY'S COLLEGE OF CAL	LFO	IIA	2	3	3		36.1	27.8	22.7	----	27.9	20.	3	33.5	FRMLDUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
89.	76.	6.		.9	1.0	1.3	.4	33	35	21	5	3	11	11	6	----	24.1	20.1	----	----	23.7	18.3	----
86.	74.	29.						6	17	6	1	1	6	1	1	----	20.2	----	----	----	20.3	----	----
ALL	ALL							13	7			2	2			----	----			----	----		
ALL	44.							5	7	1		3	2	1		----	----	----		----	----	----	
											56				20				24.3				23.0
				-----	-----	-----		3	4	2		1			3	----	----	----		----			
ALL	76.							181	28	36	10	1	5	4	3	----	----	----	----	----	----	----	----
ALL	84.	33.						24	16	14	6	4	3	4	6	----	----	----	20.3	----	----	----	18.2
ALL	50.	17.		-----	-----		-----	3	8	12	3					----	25.8	23.5	----				
93.	66.							64	21	18		10	14	9	1	36.8	26.8	22.8		35.4	28.7	22.7	----
95.	72.	7.						69	29	50	1	14	14	26	2	36.0	28.7	23.0	----	36.3	27.3	23.1	----
92.	65.	7.						398	179	84	4	28	37	20	3	36.3	28.4	23.3	----	34.4	27.7	23.2	----
93.	68.	13.						327	91	46	3	55	45	34		36.9	28.1	23.0	----	36.4	27.6	23.0	
99.	66.	21.						110	43	17	2	33	22	11		36.3	28.2	23.2	----	36.0	27.7	23.0	
95.	48.	4.						401	71	41	7	63	32	29	20	37.1	28.2	22.9	21.0	36.0	28.0	22.8	20.1
97.	65.	3.						309	141	50	1	68	42	30	2	37.0	28.8	22.9	----	36.8	28.5	22.8	----
98.	74.	15.						235	63	36	5	49	32	18	4	36.9	28.7	23.2	----	36.5	27.8	22.9	----
99.	85.	6.						171	65	40	1	16	21	27	2	36.8	28.2	23.3	----	34.9	27.9	23.4	----
93.	65.	9.						419	182	66	5	88	53	56	4	37.3	28.8	23.0	----	37.0	28.7	22.9	----
97.	77.	19.						305	115	47		96	40	31	1	37.0	28.8	23.4		36.3	27.7	23.4	----
97.	76.	16.						430	89	71	8	93	50	48	14	36.9	28.4	23.5	20.6	36.5	28.0	23.3	20.6
95.	50.	2.						323	108	55		42	27	28		36.7	27.8	23.0		35.9	27.3	23.1	
99.	67.	7.						437	126	43	5	93	48	40	2	36.9	28.4	23.4	----	35.6	27.9	23.2	----
94.	72.	26.						522	201	95	5	59	92	65	18	37.3	28.9	23.7	----	36.5	28.3	23.6	----
95.	67.	14.						386	116	59	15	77	54	41	16	37.0	27.7	22.8	19.9	36.7	27.8	23.0	20.0
98.	65.	7.						399	144	71	9	70	47	68	8	37.3	28.5	23.2	20.9	36.5	27.8	23.1	20.5
98.	95.	26.						135	23	13	2	31	16	10	1	37.1	29.3	23.1	----	36.4	28.3	23.5	----
93.	69.	15.						97	25	15	2	8	14	12	5	36.9	28.4	22.7	----	36.5	27.9	22.3	----
				7.9	8.8	-----		8	9				2	3		49.0	----				----	----	
ALL	ALL	ALL	84.					86	16	13	27	28	11	18	17	37.8	34.4	34.6	30.7	36.1	32.2	29.7	27.1
ALL	89.	80.						4	8	3		4	1	2		----	----	----		----	----	----	
			93.								146				59				35.2				34.3
ALL	76.	3.		5.8	5.9	9.9		10	28	17		2	13	14		----	27.2	22.6		----	25.5	21.0	
			13.	-----	3.6	-----		6	2	5				2		22.4	----	----				----	
ALL	ALL			5.0	----	----		2	6	4			2	1		----	----	----			----	----	
91.	86.			5.0	6.0	5.2		8	2				1			31.3	----				----		
ALL	85.	8.						33	20	4			2	3		46.6	----	----			----	----	
ALL	ALL	ALL						26	12	8	2	3	1	4		----	----	----	----	----	----	----	
			99.					33	31	3		3	18	5	1	----	30.9	----		----	30.1	----	----
80.	33.			10.8	7.8	9.5	-----	9	8	3	88	6	6	10	37	27.9	20.0	----	34.2	28.0	20.6	----	31.9
			89.								80				30				33.5				27.4
			88.								36				7				27.7				26.8
			93.								74				39				35.4				33.6
			94.				.8				60				19				31.3				30.6
			ALL								49				13				33.3				31.3
			97.								25				10				29.2				25.9
			92.								108				75				34.0				31.1
			96.								183				56				35.9				34.3
94.	50.			5.8	4.1	8.6	-----	16	10	7	19		2	2	1	28.1	----	----	----		----	----	----
			97.								2												
			98.								183				63				35.1				32.3
			96.				8.0				84				40				32.2				31.3
ALL								1		1	121				72				35.1				34.1
			98.								135				68				31.0				28.8
			97.								72				33				31.1				30.5
93.	ALL							39	5	13	2	1		1	1	----	----	----	----	----		----	----
80.	70.	8.						2	4	7	2	3	6	5	3	----	----	----	----	----	----	----	----
			98.								25				15				32.9				29.3
					-----					1				1				----				----	
			ALL								11				4				----				----
			97.				6.2				110				48				31.2				29.9
33.	75.			-----		-----		1	4			2				----	----			----			
78.	48.							65	57	59	19	16	24	37	20	22.6	22.1	20.3	19.5	21.5	20.0	19.0	17.3
								4	10	3	3	1			4	----	20.0	----	----	----			----
				19.2	-----	-----	22.8	6	3	4	5		2	1	1	25.6	----	----	----		----	----	----
			90.								30				28				33.0				31.7
83.	91.	22.		8.1	7.9	7.6	-----	88	39	64	3	25	18	22	2	43.1	31.1	25.4	----	39.0	30.4	23.9	----
											35				6				28.5				25.0
				-----	-----	-----		2	5	1						----	----	----					
			98.								70				15				33.5				29.3
ALL	95.							11	8	10		7	11	15	4	38.2	28.5	20.5		37.6	26.7	21.4	----
			94.								49				20				34.2				32.6
80.				-----	-----	-----	-----	3	4	2	4	2	2	5	3	----	----	----	----	----	----	----	----
			90.				1.6				66				28				30.2				27.0
			98.								89				35				32.7				30.2
63.	33.	4.		5.8	7.2	6.2	9.2	5	4	5	4	3	5	22	10	----	----	----	----	----	----	----	----
			82.								26				18				32.8				28.7
			86.								57				42				28.7				25.0
86.	67.	10.						94	91	25			1	4		42.7	----	----			----	----	
											7				7				13.0				10.0
97.	97.			5.7	7.8	12.1	13.2	35	23	25	6	2	12	11	1	----	29.5	24.4	----	----	28.5	21.6	----
ALL	ALL	ALL	63.	5.6	5.4	6.0	6.4	20	21	7	7	13	14	8	9	34.9	32.6	29.9	27.0	36.0	31.7	28.0	27.4
			95.								185				86				35.2				34.7
			ALL								11				4				----				----
											35				22				31.2				29.3
								7	4	2			1	1		24.0	----	----			----	----	
				6.0				6	2		2	1	1	1	17	----	----			----	----	----	
97.	28.							34	10	11	6	3	8	11	17	----	22.4	21.1	19.3	----	21.9	20.7	19.2
					-----	-----	7.0		4	4	19			1	6		----	----	20.5			----	19.0
			69.								6				7				32.2				20.1
				-----	-----		-----																
				-----	-----	-----	-----	1		2			1	1		----		----			----	----	
82.	31.	9.		6.3	7.5	9.7	-----	73	64	21	4	4	16	2	2	----	31.6	----	----	----	30.8	----	----
				8.1	8.4	8.3																	
48.	18.							29	14	7		4	3	10	6	----	----	18.6		----	----	18.2	16.3
95.	97.			6.7	7.5	9.1	-----	55	27	23	2	3	7	18	3	----	30.3	25.0	----	----	29.9	23.5	----
ALL	92.	71.						24	7	4	2	2	6	10		----	28.7	----	----	----	27.1	----	
			95.				.8				108				61				33.6				31.0
86.	63.	17.		3.7	5.2	6.6	-----	20	23	20	166	2	9	9	85	----	28.2	23.0	31.6	----	26.9	21.9	30.8

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR AD AI IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR AD AI IN AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
CALIFORNIA (CONTD)								
SAINT PATRICK'S SEMINARY		IIC		---- ----	---	4	----	FRM
SAN DIEGO CITY COLLEGE		IV	1	29.2 29.2	19.	3	34.5	RMUW
SAN DIEGO MESA COLLEGE		IV	1	30.1 30.1	18.	3	35.5	RMUW
SAN DIEGO MIRAMAR COLLEGE		IV	2	27.4 27.4	19.	3	32.6	RMUW
SAN DIEGO SDECC		IV	3	22.6 22.6	22.	2	27.5	RMUW
SAN DIEGO SDACE		IV	4	19.0 19.0	24.	1	23.6	RMUW
SAN FRANCISCO THEOL SEMINARY		IIC 2		30.3 ---- ----	30.0	19.	3	35.6 R
SAN JOAQUIN DELTA COLLEGE		IV	1*	36.3 36.3	18.	3	42.8	FRMLDUW
SANTA BARBARA CTY COLLEGE		IV	1	28.8 28.8	19.	3	34.2	RMLDUW
SCRIPPS COLLEGE		IIB 1 2 2		35.5 26.7 21.5	---- 28.6	25.	1	35.8 FRMLDUWT
SOUTHERN CAL COLLEGE		IIB 2 2 1		30.0 26.4 23.4	---- 25.1	15.	4	28.8 FRMW
SOUTHWESTERN COLLEGE		IV	1	32.6	32.6	16.	4	37.7 FRMUW
STANFORD UNIVERSITY	1	I 1* 1* 1*		54.6 38.0 29.9	43.4	23.	2	53.2 FRMLDUWTH
STARR KNG SCH FOR MINSTRY		IIC		----	----	---	5	---- F
TAFT COLLEGE		IV	1*	34.2 34.2	16.	4	39.6	FRLU
U OF CAL-SAN FRANCISCO	10	IIC 1* 1 1*		46.3 33.3 31.7	---- 36.7	28.	1	47.0 FRMLDUW
U OF CAL-BERKELEY	10	I 1 3 2		45.2 29.5 25.2	37.8	28.	1	48.3 FRMLDUW
U OF CAL-DAVIS	10	I 3 4 4		40.3 28.1 23.2	32.8	29.	1*	42.3 FRMLDUW
U OF CAL HASTINGS C LAW	10	IIC 1*		56.7 ---- ----	52.5	21.	2	63.6 FRMLDUW
U OF CAL-IRVINE	10	I 2 4 3		41.9 28.9 24.5	33.4	29.	1*	42.9 FRMLDUW
U OF CAL-LOS ANGELES	10	I 2 3 3		43.5 29.3 24.6	35.1	28.	1	45.1 FRMLDUW
U OF CAL-RIVERSIDE	10	I 3 5 5		39.5 27.4 22.5	32.0	29.	1*	41.2 FRMLDUW
U OF CAL-SAN DIEGO	10	I 2 4 4		42.1 28.2 23.3	34.7	28.	1	44.5 FRMLDUW
U OF CAL-SANTA BARBARA	10	I 3 4 4		40.8 28.6 23.7	33.8	29.	1*	43.4 FRMLDUW
U OF CAL-SANTA CRUZ	10	I 3 4 5		40.1 27.6 22.5	---- 31.8	29.	1*	40.9 FRMLDUW
UNIVERSITY OF LA VERNE	4	IIA 4 5 5		31.1 23.4 18.2	23.6	15.	4	27.2 FRMDUW
UNIVERSITY OF THE PACIFIC		IIA 2 2 2 1*		35.6 28.4 24.0 26.5	31.5	19.	3	37.5 FRMLDUW
UNIVERSITY OF REDLANDS		IIA 3 3 1		34.0 27.1 24.1	---- 30.5	28.	1	39.0 FRMLDWT
UNIV OF SAN DIEGO	LFD	IIA 1 2 2		40.6 28.2 24.0	---- 31.9	21.	3	38.5 FRMLDUW
U OF SAN FRANCISCO		IIA 1* 1* 1* 2		45.2 34.0 28.4 19.8	35.8	19.	3	42.5 FRMLDUW
UNIV OF SOUTHERN CALIF		I 1 1 1 1*		48.3 33.5 27.6 25.8	36.3	21.	3	44.0 FRMLUW
VENTURA COLLEGE		IV	1	31.7 31.7	16.	4	36.7	RMUW
VICTOR VALLEY COLLEGE		IV	1	30.2 30.2	19.	3	35.8	RMUW
VISTA COLLEGE		IV		---- ----	---	2	----	RMLDUW
WEST COAST CHRISTIAN C		IIC		---- ---- ----	---- 19.0	33.	1	25.3 FMWH
WEST HILLS COLLEGE		IV	1	31.3 31.3	20.	2	37.6	RMLDUWO
WEST VALLEY COLLEGE		IV	1	31.7 31.7	17.	3	37.1	RMLDUW
WESTMONT COLLEGE		IIB 3 3 3		27.3 22.5 19.4	---- 23.1	20.	2	27.7 FRMLDWT
WHITTIER COLLEGE		IIA 3 3 4 2		33.3 27.1 21.7 19.5	26.5	19.	3	31.5 FRMLDUW
WORLD COLLEGE WEST		III 5		18.1	18.1	11.	5	20.0 RMUW
COLORADO								
ADAMS STATE COLLEGE		IIA 4 4 4		30.5 24.8 22.2	---- 27.1	22.	2	33.2 RM
ARAPAHOE CMTY COLLEGE		IV	3	22.9 22.9	17.	3	26.8	RMLDUW
BLAIR JC		IV	5	9.9 9.9	10.	4	11.1	FMDUW
COLORADO COLLEGE		IIB 1* 1 2		40.9 29.8 21.5	---- 29.8	23.	1	36.8 FRMLDUWT
COLORADO MOUNTAIN C		III 4 4 4		25.9 22.5 19.4	---- 22.0	20.	3	26.4 RMLDUW
COLORADO NORTHWESTERN CC	3	IV	2	26.5 26.5	17.	3	31.1	RMLDUW
COLORADO SCHOOL OF MINES		IIC 1 1 1 1		40.5 30.5 25.1	24.3 33.4	21.	2	40.7 RMLDUW
COLORADO STATE UNIVERSITY	1	I 5 4 3 3		35.8 28.2 24.4	19.8 30.8	17.	4	36.1 RMLDUWO
COLO TECHNICAL COLLEGE		IIC 5 5 5		---- 13.6 13.3	11.9 13.1	14.	4	14.9 FMLUWT
CC OF DENVER AURARIA CAM		IV	3	22.3 22.3	20.	2	26.7	RMLDUW
CC OF DENVER NORTH CAMPUS		IV	3	23.0 23.0	20.	2	27.5	RMLDUW
CC DENVER RED ROCKS CAM		IV	3	22.7 22.7	18.	3	26.7	RMLDUW
DENVER CONS BAPT SEM		IIC 4 5		21.4 18.5 ----	19.7	29.	1	25.4 FRMLDWT
INTERMOUNTAIN BIBLE C		IIC		---- ----	---	1	----	FRM
LAMAR COMMUNITY COLLEGE		IV	5	17.2 17.2	17.	3	20.1	RMLDU
MESA COLLEGE	1	IIB 1* 2 3 3		46.8 24.4 19.6 17.3	29.2	18.	3	34.6 RMLDUW
METROPOLITAN ST COLLEGE		IIB 2 2 1 2		31.0 25.6 22.2 18.7	26.7	21.	2	32.3 RMLDUW
NAZARENE BIBLE COLLEGE		III 5		19.4 ---- ----	17.7	31.	1*	23.1 FRMLDWT
NORTHEASTERN JR COLLEGE	3	IV	3	23.6 23.6	18.	3	28.0	RMLDUW
OTERO JUNIOR COLLEGE	1	IV	3	22.3 22.3	18.	3	26.3	RMLDUW
PARKS COLLEGE		IV	5	12.2 12.2	16.	4	14.2	FMLDUW
PIKES PEAK CMTY COLLEGE		IV	3	23.1 23.1	17.	3	27.0	RMLUW
PUEBLO VOCATIONAL CC		IV	3	21.9 21.9	17.	3	25.6	RMUW
REGIS COLLEGE		IIB 2 2 3		29.9 24.4 19.4	---- 22.8	17.	3	26.7 FRMLDUW
SAINT THOMAS SEMINARY	LFD	IIC		---- ----	18.5	22.	2	22.5 FRMLDW
TRINIDAD STATE JR COLLEGE	1	IV	3	20.9 20.9	17.	3	24.4	RMLDW
U OF COLORADO AT BOULDER	11	I 4 4 2 2		36.6 28.6 25.3 19.9	32.2	15.	5	37.0 FRMLDUW
U OF COLO COLO SPRINGS		IIA 3 2 2 2		34.5 28.4 23.5 19.9	28.0	15.	4	32.2 FRMDUW
U OF COLO AT DENVER		IIA 2 2 1 1		35.5 28.4 24.7 20.4	28.8	15.	4	33.0 FRMLDW
U OF COLO HLTH SCI CENTER		IIC 1 1 1 1		36.3 31.9 26.1 23.0	28.9	20.	3	34.7 FRMLDUW
UNIVERSITY OF DENVER		I 4 4 4 1		37.3 27.9 23.9 23.0	28.7	16.	5	33.3 FRMLDUW
U OF NORTHERN COLORADO		I 5 5 5 4		31.9 24.6 21.2 18.5	27.0	19.	4	32.1 RMLDT
U OF SOUTHERN COLORADO		IIB 2 1 1		31.4 27.1 22.3 ----	27.1	16.	4	31.5 RMD
WESTERN BIBLE COLLEGE		IIC 2		---- 24.5 ----	22.6	14.	4	25.7 FMLDT
WESTERN ST COLLEGE COLO		IIA 4 5 5 5		30.8 24.4 20.6 15.6	25.2	21.	3	30.3 RMLD
CONNECTICUT								
ALBERTUS MAGNUS COLLEGE		IIB 4 3 4		25.7 22.5 18.9	---- 21.5	12.	5	24.1 FRMUW
ASNUNTUCK CMTY COLLEGE	13	III 3		---- 24.2 ----	---- 22.9	26.	1	28.7 FRMLUW
CENTRAL CONN STATE UNIV	13	IIA 1 2 1 1		37.2 28.6 25.8 21.2	29.8	21.	3	36.1 FRMLUW
CONNECTICUT COLLEGE		IIA 2 3 4		35.2 27.6 21.5 ----	28.8	21.	3	34.7 FRMLDUWTH
EASTERN CONN STATE UNIV	13	IIB 1 1 1		36.5 29.3 23.4	30.2	21.	2	36.6 FRMLUW
FAIRFIELD UNIVERSITY		IIA 2 1 1		35.6 29.8 25.2 ----	29.6	21.	3	35.8 FRMLDW
GREATER HARTFORD CC	13	III 2 2 2		30.1 26.9 22.8 ----	25.9	22.	2	31.6 FRMLUW
GREATER NEW HAVEN TECH C	13	III 1 1		---- 24.2 22.9	24.1	14.	5	27.4 FRMLUW
HARTFORD COLLEGE WOMEN		III		---- ----	----	---	5	---- FRMW
HARTFORD GRADUATE CENTER		IIC 2 2 1		31.8 28.0 27.5	29.2	23.	2	35.8 FRMLDWT
HARTFORD SEMINARY		IIC 4		24.8	24.8	59.	1*	39.5 FRMDUWH
HOLY APOSTLES COLLEGE	LFD	IIC		---- ----	----	5	----	FW
MANCHESTER CMTY COLLEGE	13	III 2 3 2 2		29.9 25.4 22.7 19.9	25.8	24.	2	32.0 FRMLUW
MATTATUCK CMTY COLL	13	III 4 2 1		25.9 28.2 24.4 ----	25.8	23.	2	31.7 FRMLUW
MIDDLESEX CMTY COLLEGE	13	III 3 2 1		29.7 26.6 24.4 ----	26.6	22.	2	32.3 FRMLUW
MITCHELL COLLEGE		IV						
NTHWSTN CONN CMTY COLLEGE	13	III 2 2 2		32.0 26.0 ---- 19.4	25.9	24.	2	32.1 FRMLUW
NORWALK COMMUNITY COLLEGE	13	III						
POST COLLEGE		III 3 4		---- 24.5 19.4 ----	21.9	23.	2	27.1 FRMLDUW
QUINEBAUG VALLEY CC	13	III		---- ---- ---- ----	23.0	25.	2	28.8 FRMLUW
QUINNIPIAC COLLEGE	12	IIB 1 1 1		35.0 28.5 22.8 ----	27.8	21.	2	33.8 FRMLDUW
SACRED HEART UNIVERSITY		IIB 2 2 3 2		31.2 25.2 20.0 17.8	23.3	23.	1	28.6 FRMLDUW
SAINT JOSEPH COLLEGE		IIB 3 3 2 3		27.1 23.0 20.5 16.9	21.9	15.	4	25.1 FRMLDUW
SOUTH CEN CMTY COLLEGE	13	III 3 2 3		28.7 25.9 21.4 ----	24.8	25.	2	30.8 FRMLUW
SOUTHERN CONN ST UNIV	13	IIA 1 1 1* 1*		37.4 30.1 26.5 22.6	31.4	18.	4	37.1 FRMLUW
THAMES VLY STATE TECH C	13	III 1 1 1		33.8 28.4 24.3 ----	27.8	25.	2	34.8 FRMLUW
TRINITY COLLEGE		IIA 1* 1 3		42.1 30.5 22.9 ----	33.9	24.	2	41.8 FRMLDWT

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
					-----				1								----						
			92.								85				50				30.3				27.2
			99.								147				66				30.7				28.8
			87.								26				4				----				----
			96.								9				8				23.7				21.5
			92.								25				58				21.4				18.0
ALL	75.	50.		4.5	-----	-----		9	3	1			1	1		30.3	----	----			----	----	
			98.								160				66				37.4				33.7
			87.				.5				87				42				29.2				28.2
ALL	ALL			5.4	6.8	6.7	-----	13	8	6		6	9	5	2	35.6	27.6	----		35.5	25.9	----	----
ALL	82.	33.						6	10	9	4		1			30.0	----	23.4	----		----		
			95.								105				64				33.1				31.7
ALL	81.	1.		7.2	9.0	3.4		480	92	130		17	18	39		34.9	38.6	30.0		47.4	35.0	29.4	
								2				2				----				----			
			80.								23				2				----				----
85.	67.							75	32	42	3	13	13	29		47.8	35.3	35.8	----	37.6	28.5	25.8	
97.	97.							832	183	150		50	52	54		45.5	30.0	25.6		40.7	27.7	24.0	
96.	96.							412	161	94		32	29	35		40.6	28.4	23.5		36.8	26.4	22.5	
71.								23	4	2		1	1	2		----	----	----		----	----	----	
95.	89.							181	67	52		14	15	20		42.2	29.2	26.9		36.8	27.2	23.7	
96.	92.							727	229	173		70	48	88		44.0	29.7	25.2		38.8	27.3	23.4	
99.	97.							140	58	39		13	7	12		39.7	27.5	22.6		37.0	26.4	22.2	
98.	95.							268	94	59		12	23	23		42.4	28.3	23.8		36.8	27.9	22.0	
99.	96.							336	103	52		21	17	25		41.1	28.8	24.5		36.1	27.1	21.9	
98.	97.							122	49	29		10	22	19	1	40.0	28.0	23.3		40.2	26.8	21.4	----
81.	28.	6.		.3	.8	.2	-----	21	17	19		5	8	15		----	23.7	19.1		----	22.7	17.1	
91.	57.	8.		2.3	2.8	3.5	9.4	174	68	44	7	14	16	17	11	34.6	28.1	24.2	31.0	47.5	29.5	23.4	23.0
95.	86.	60.		8.1	7.2	8.2	-----	53	14	14		9	7	6	2	34.4	27.3	24.3		31.8	26.6	23.8	----
92.	68.	8.		9.2	8.5	11.6		59	37	32	1	16	20	20	1	41.5	28.6	26.6	----	37.1	27.4	23.1	----
83.	80.	43.	8.					77	42	44	5	10	23	25	8	45.4	34.6	29.0	----	43.9	32.9	28.0	----
93.	87.	5.	9.	7.5	7.7	9.5	8.5	338	317	256	22	27	62	64	13	48.9	33.9	28.1	28.0	40.8	31.3	25.7	22.1
			96.								119				50				32.3				30.4
			89.								39				25				31.2				28.6
			ALL								4				1				----				----
								2	3	1	2			2		----	----	----	----			----	
			87.								39				7				31.1				32.4
			91.								118				54				32.4				30.3
94.	69.							14	11	12	2	2	2			----	----	19.4	----	----	----		
96.	72.	28.	29.	7.4	8.2	8.9	-----	22	25	15	2	3	7	14	5	----	27.4	22.8	----	----	26.2	20.5	----
								6				5				----				----			
ALL	80.	35.	ALL					38	19	5		3	1	12	1	----	----	----		----	----	----	----
											58				32				23.7				21.4
											5				10				----				----
ALL	ALL	18.						45	32	36	2	1	5	19	2	----	----	20.7	----	----	----	22.9	----
								15	12	13	3	1	3	5	1	----	----	----	----	----	----	----	----
											22				8				26.7				25.9
								88	54	28	9		2	10	2	40.5	----	25.1	----		----	25.0	----
98.	81.	35.						432	245	141	6	12	43	48	6	35.8	28.5	24.5	19.4	32.4	26.5	24.0	20.2
								2	7	5	9		1	4		----	----	----	11.9		----	----	
											44				30				22.1				22.5
											62				34				23.4				22.3
											72				18				22.7				23.0
ALL	67.	50.						7	6	2						21.4	18.5	----					
			ALL				-----				3				1				----				----
											18				4				----				----
92.	89.	63.	44.	4.2	5.8	4.8	2.9	36	29	26	6	3	9	15	3	----	24.7	19.9	----	----	23.3	19.0	----
99.	87.	38.	44.	5.2	5.6	5.9	5.8	111	82	53	4	23	21	27	5	31.2	25.7	22.5	----	29.9	25.2	21.8	----
								6	2	1		1		3		----	----	----		----		----	
			68.								51				11				23.7				23.2
							5.9				23				11				22.8				21.2
											6				29				12.2				12.2
											96				43				23.3				22.4
											47				24				22.1				21.4
ALL	74.	23.		7.7	11.4	8.8	-----	9	21	17	1		6	9	1	29.9	24.0	19.3	----		25.6	19.5	----
									1	2			1	2			----	----			----	----	
											34				15				21.8				18.9
97	90.	15.	17.					457	203	121	5	19	38	38	7	36.8	28.9	25.5	----	31.7	27.1	24.6	----
97	83.	7.						34	31	24	5	2	5	17	1	----	----	25.0	----	----	----	21.3	----
77	67.	4.	10.					73	73	62	13	10	19	22	7	35.7	28.9	25.5	19.1	33.7	26.2	22.3	22.9
ALL	68.	7.						10	8	11	1	9	11	34	9	40.5	34.9	31.5	----	35.8	29.7	24.3	----
98.	91.	16.	9.			.3		119	122	75	6	13	21	45	5	37.6	28.1	25.0	----	34.4	26.8	22.1	----
99.	89.	37.	8.	5.4	8.0	10.6	-----	149	93	45	1	24	34	30	12	32.2	24.9	21.3	----	30.4	23.9	21.0	----
96.	86.	55.	25.	4.7	5.1	4.1	7.5	66	53	37	2	5	10	21	2	----	27.4	23.2	----	----	25.4	20.7	----
				-----	-----	8.8			2	4	3			2	1		----	----	----			----	----
ALL	75.	79.	33.	4.0	6.2	4.5	4.5	45	29	24	8	4	3	5	4	----	----	----	----	----	----	----	----
ALL	ALL		9.	5.0	5.0	5.0	-----	8	7	11	3					25.7	22.5	18.9	----				
ALL	67.	20.						3	4	4	1		2	1	3	----	----	----	----		----	----	----
ALL	94.	63.	14.					97	93	103	5	16	27	41	9	37.4	29.0	25.7	----	35.9	27.1	26.0	----
ALL	87.	11.		8.1	8.4	10.5	-----	32	24	23	2	14	14	5	3	35.6	27.5	----	----	34.5	27.7	----	----
ALL	93.	37.		5.6	10.1	10.0	-----	38	33	23		6	10	12		36.2	29.3	23.5		38.0	29.4	23.1	
98.	86.	61.		7.1	6.9	6.6	-----	40	50	44		8	8	23	1	36.0	29.9	25.8		33.8	29.6	24.0	
ALL	ALL	31.		8.2	9.2	9.1	11.5	14	5	5	2	3	2	8	3	----	----	----	----	----	----	----	----
	ALL	50.							3	11	10		1	5	4		----	----	----		----	----	----
75.								3		1		1				----		----		----			
		13.		7.0	-----	-----	-----	8	7	6				2		31.8	28.0	----				----	
25.								6				2				----							
											3								----				
97.	93.	50.						27	18	12	4	7	10	10	4	30.4	26.0	24.3	----	28.1	24.4	20.9	----
95.	92.	61.						12	13	11	2	8	11	7	3	27.4	32.9	23.7	----	23.7	22.6	25.5	----
ALL	ALL	73.	50.	6.0	6.7	8.7	-----	8	13	7	1	3	6	4	1	----	27.2	----	----	----	25.2	----	----
							6.7																
ALL	ALL	33.	33.					6	10	2	3	2	2	1	3	----	----	----	----	----	----	----	----
				8.3	8.9	9.0	-----																
	31.							2	7	4	1		6	9	1	----	24.5	----	----		24.5	----	----
ALL	ALL	50.						3	1	2		1	2	2	1	----	----	----		----	----	----	----
95.	72.	23.		4.8	5.5	5.1	4.0	35	43	26		5	11	31	4	----	28.5	23.0		----	28.2	22.7	----
82.	54.			6.1	6.5	7.0	-----	6	26	23	2	5	13	13	6	----	25.8	20.1	----	----	24.0	19.8	----
ALL	ALL	38.		4.7	4.9	5.4	5.2	4	8	10		4	7	11	6	----	23.1	20.1		----	22.8	20.9	16.9
ALL	ALL	40.						7	7	7	1	3	4	3	2	----	----	----	----	----	----	----	----
ALL	92.	49.	57.					115	76	60	10	33	50	48	11	37.4	30.4	26.6	23.5	37.5	29.7	24.3	21.8
ALL	ALL	ALL		8.2	9.5	8.7	-----	10	12	12				3	2	33.8	28.4	----				----	----
94.	94.			7.8	8.4	9.4		51	37	16		2	10	7	1	----	31.1	22.6		----	28.2	23.5	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
CONNECTICUT (CONTD)															
U S COAST GUARD ACADEMY		IIC	1	1*			44.6	35.4	----		37.0	10.	5	40.7	RM
UNIVERSITY OF BRIDGEPORT		IIA	1*	1*	1*	1*	40.8	31.6	26.7	23.1	33.5	20.	3	40.2	FRMLDUW
UNIV OF CONNECTICUT	13	I	2	2	1	1	44.5	32.2	26.7	23.5	36.3	21.	3	43.8	FRMLUW
UNIVERSITY OF HARTFORD		IIA	2	3	2		35.0	27.9	23.4	----	27.3	22.	2	33.2	FRMLDU
UNIVERSITY OF NEW HAVEN		IIA	4	3	3		31.4	27.7	22.4	----	27.7	23.	2	36.2	FRMLDUW
WATERBURY ST TECH COLLEGE	13	III	1	1	1		34.3	30.0	26.4	----	29.0	23.	2	35.7	FRLDUW
WESLEYAN UNIVERSITY		IIA	1*	1	2	1	43.0	30.1	23.7	22.0	34.1	27.	1	43.3	FRMLUWTH
WESTERN CONN ST COLLEGE	13	IIA	2	2	1	3	35.5	28.9	24.6	18.8	29.4	21.	3	35.6	FRMLUW
YALE UNIVERSITY		I	1*	2	2	2	52.1	31.9	25.1	20.7	39.5	18.	4	46.5	FRMLDWT
DELAWARE															
DELAWARE STATE COLLEGE	4	IIB	1	2	1	2	33.4	26.0	22.2	17.8	24.0	13.	5	27.1	FMDUW
DEL TECH&COMM COLL-STHRN		IV				3				23.2	23.2	15.	4	26.7	FMDUW
DEL TECH CC STAN-WILMGTN		IV				3				22.8	22.8	15.	4	26.2	FMDUW
DEL TECH & CC TERRY CAM		IV				3				21.8	21.8	15.	4	25.1	FMDUW
GOLDEY BEACOM COLLEGE		IIC		4	3		----	21.5	20.2	----	19.5	20.	3	23.4	FRMLDUW
UNIVERSITY OF DELAWARE		I	2	2	3	2	43.4	30.6	24.6	20.1	32.1	26.	1	40.6	FRMLDUW
DISTRICT OF COLUMBIA															
AMERICAN UNIVERSITY		I	4	4	2	1	38.5	29.1	25.6	22.2	32.1	21.	3	38.7	FRMLDUWT
CATHOLIC U OF AMERICA		I	5	5	5	4	35.3	27.6	22.2	18.2	27.2	15.	5	31.3	FRMLDUWO
CORCORAN SCHOOL OF ART		IIC		4	4		----	20.6	17.8		19.2	17.	3	22.5	FRMLDUW
GALLAUDET COLLEGE		IIA	1	1*	1	2	38.6	31.8	24.7	19.4	28.4	14.	5	32.4	FRMLDUWT
GEORGE WASH UNIVERSITY		I	2	2	2	3	44.7	32.2	25.2	18.8	36.7	22.	2	44.8	FRMLDUW
GEORGETOWN UNIVERSITY		I	1*	1*	2	3	51.1	35.0	25.7	19.6	36.5	23.	2	45.0	FRMLDUW
HOWARD UNIVERSITY		I	3	2	2	2	40.1	30.9	25.3	21.4	30.3	20.	3	36.3	FRMLDUWT
MOUNT VERNON COLLEGE	4	IIB			2		----	----	21.1	----	25.1	18.	3	29.6	FRMLDUW
STRAYER COLLEGE		IIC		3	3	3	----	24.9	19.9	17.0	19.6	11.	5	21.8	FMLUWT
TRINITY COLLEGE		IIB	2	3	4		29.8	22.8	18.4	----	21.9	17.	3	25.7	FRMLDUW
UNIVERSITY OF DC		IIA	1*	1*	1*	1*	41.1	32.9	26.8	23.4	32.9	20.	3	39.5	FRML
WESLEY THEOL SEMINARY		IIC	2				33.0	----	----	----	31.9	11.	5	35.4	FRMDW
FLORIDA															
ART INST FT LAUDERDALE		IV				5				15.6	15.6	16.	4	18.2	FRMLDUT
BARRY UNIV		IIA	5	5	5		28.5	24.1	20.4	----	23.1	14.	5	26.3	FRMLDW
BETHUNE COOKMAN COLLEGE		IIB	5	3	4	3	22.5	22.9	18.2	16.6	18.8	11.	5	20.8	FRM
ST THOMAS OF VILLANOVA U	LFO	IIB	5	4	4	4	21.6	20.8	18.5	15.8	18.9	15.	4	21.7	FRMLUW
COLLEGE OF BOCA RATON		III		5	2	5		20.6	22.1	14.3	18.6	13.	5	21.0	FRMLDUWT
ECKERD COLLEGE		IIB	3	3	2		28.5	23.5	20.5		25.2	21.	2	30.6	FRMLDUW
EDWARD WATERS COLLEGE		IIB		5	5			16.0	15.1	----	15.0	15.	4	17.2	FMU
FLA AGRICULTURAL & MECH U		IIA	4	3	4	4	32.1	27.1	22.2	17.3	24.6	9.	5	26.9	FMLUW
FLORIDA INST TECHNOLOGY		IIA	4	4	4	5	30.8	26.1	20.8	15.4	23.1	15.	4	26.4	FRMLDUW
FLORIDA INTERNATIONAL U		IIA	2	2	2	4	36.5	27.9	23.6	17.9	26.7	9.	5	29.3	FM
FLORIDA STATE UNIVERSITY		I	4	5	5	2	37.8	27.0	22.8	20.4	30.6	10.	5	33.6	FMLU
HILLSBOROUGH CMTY COLLEGE		III	4	5	5	5	25.1	20.4	15.8	14.7	22.4	12.	5	25.0	FML
JACKSONVILLE UNIVERSITY		IIB	4	5	4		24.4	19.3	18.1	----	20.8	15.	4	23.9	FRMLDUW
LAKE-SUMTER CMTY COLLEGE		IV				3				21.2	21.2	12.	5	23.7	FMLW
MIAMI CHRISTIAN COLLEGE		IIC					----	----	----		20.6	18.	3	24.2	FRMUW
MIAMI-DADE CMTY COLLEGE		III	3	4	4	4	28.1	23.3	19.0	16.0	23.4	12.	5	26.2	FMLUW
MORRIS JC OF BUSINESS		IV				5				8.2	8.2	9.	5	8.9	FUW
NOVA UNIVERSITY		I	2	1*	3		42.6	35.2	25.0		32.8	20.	3	39.4	FRMLDUW
OKALOOSA-WALTON JUNIOR C		IV				3				23.6	23.6	9.	5	25.8	FM
SNT JOHN VIANNEY C SEM		IIC					----		----		----		2	----	FRM
SAINT JOHNS RIVER CC		IV				4				18.3	18.3	11.	5	20.2	FMUW
SAINT LEO COLLEGE	LFO	IIB	4	5	5		26.2	19.0	16.7	----	18.4	15.	4	21.2	FRMLUWT
STHESTN C ASSEMBLIES GOD		IIC	4	4	3		23.6	19.8	19.4	----	21.1	12.	5	23.6	FRMUWT
STETSON UNIVERSITY		IIA	4	5	4	5	32.0	24.6	21.8	15.4	26.2	21.	3	31.5	FRMLDUWO
TAMPA TECH INSTITUTE		III	5	5	5		19.9	16.4	13.2		15.8	11.	5	17.5	FRMLUW
U OF CENTRAL FLORIDA		IIA	2	2	2	4	36.2	28.3	23.6	17.6	28.1	11.	5	31.1	FMW
UNIVERSITY OF FLORIDA		I	3	3	1	4	39.9	29.6	25.9	18.5	31.1	11.	5	34.5	FMLW
UNIVERSITY OF MIAMI		I	3	3	4	2	39.9	29.7	23.9	20.4	31.7	21.	3	38.3	FRMLDUWT
U OF NORTH FLORIDA		IIA	2	3	3	5	36.3	27.6	23.0	16.4	27.9	7.	5	29.9	FMLUW
U OF SOUTH FLORIDA		I	4	4	4	2	37.0	27.9	23.3	21.2	29.9	10.	5	32.7	FMLUW
UNIVERSITY OF TAMPA		IIB	2	3	4		30.1	23.2	18.9	----	24.0	12.	5	26.9	FRMLDW
U OF WEST FLORIDA		IIA	3	3	3	2	34.2	27.7	22.9	19.6	27.4	12.	5	30.7	FMLUW
WARNER SOUTHERN COLL		IIB					----	----	----	----	14.8	15.	4	16.9	FRMUW
WEBBER COLLEGE		III		5			----	18.0	----		18.3	16.	4	21.1	FRML
GEORGIA															
ABRAHAM BALDWIN AGRL C	2	III	3	3	2	2	29.4	24.6	22.0	19.0	23.1	12.	5	26.0	FMLUW
AGNES SCOTT COLLEGE		IIB	2	2	2		30.3	25.2	20.4	----	24.8	20.	2	29.8	FRMLDW
ALBANY JUNIOR COLLEGE	1	III		3	2		----	25.5	22.1	----	23.5	11.	5	26.1	FML
ATLANTA JUNIOR COLLEGE	2	III		3	2		----	25.3	22.6	----	23.3	12.	5	26.0	FMLUW
ATLANTA UNIVERSITY		IA	5	5	4		29.2	23.8	21.5	----	25.0	15.	4	28.7	FRLU
AUGUSTA COLLEGE		IIA	2	2	4	2	35.5	27.9	22.0	19.2	26.8	11.	5	29.6	FMLW
BAINBRIDGE JUNIOR COLLEGE	2	III		3	3			24.9	20.9	----	2.0	13.	5	24.8	FMLUW
BREWTON-PARKER COLLEGE		III		5	5			16.6	12.8	----	14.0	11.	5	15.5	FMDUW
BRUNSWICK JUNIOR COLLEGE	2	III		2	3	3	----	27.0	21.1	17.2	21.7	12.	5	24.3	FMLUW
CLARK COLLEGE		IIB	3	4	5	4	27.6	20.9	17.1	14.9	19.0	13.	5	21.5	FRM
CLAYTON JUNIOR COLLEGE		III	3	3	2	1	28.8	24.4	22.5	20.8	22.9	11.	5	25.5	FML
COLUMBUS COLLEGE	2	IIA	4	4	4	2	30.9	26.7	22.0	19.1	26.1	13.	5	29.5	FMLUW
FLOYD JUNIOR COLLEGE		III	2	3	3	4	32.9	24.5	21.2	17.1	23.2	13.	5	26.2	FML
FORT VALLEY STATE COLL		IIB													
GAINESVILLE JR COLLEGE	2	III	3	3	3	3	28.0	25.1	20.8	18.2	22.4	14.	5	25.4	FMLUW
GEORGIA COLLEGE	2	IIA	4	4	4	4	31.3	25.6	21.4	17.9	25.2	13.	5	28.5	FMLUW
GA INST OF TECHN MAIN CAM	2	IIC	1	1	1	1	44.8	32.9	28.8	23.3	37.3	8.	5	40.4	FMLU
GEORGIA SOUTHERN COLLEGE		IIA	3	3	4	5	32.9	27.5	22.1	16.0	25.1	12.	5	28.2	FMLUW
GA SOUTHWESTERN COLLEGE	2	IIA	4	3	3	3	31.3	27.7	22.3	18.9	25.1	12.	5	28.0	FMLUW
GEORGIA STATE UNIVERSITY		I	2	2	2	4	42.1	31.1	25.3	18.2	33.1	6.	5	35.2	FMLUW
INTRDENOMINATL THEOL CTR		IIC													
KENNESAW COLLEGE	2	IIB	1	1	1*	1	36.0	29.2	24.7	20.2	26.8	11.	5	28.9	FML
LA GRANGE COLLEGE		IIB	3	3	3		27.0	23.7	19.6	----	22.8	12.	5	25.6	FRMLD
MACON JUNIOR COLLEGE		III		2	2	4	----	25.9	22.1	16.4	22.0	12.	5	24.7	FMLU
MERCER U MAIN CAMPUS		IIB	1	1	1	2	37.2	28.2	22.3	18.8	28.2	18.	3	33.4	FRMLDUW
MERCER U IN ATLANTA		IIB	4	3	3	2	24.8	22.2	19.8	18.1	21.2	19.	3	25.3	FRMLDUW
MORRIS BROWN COLLEGE		IIB													
NORTH GEORGIA COLLEGE	2	IIA	4	4	3	3	31.2	26.1	23.0	18.3	25.9	16.	4	29.9	FMLUW
OGLETHORPE UNIVERSITY		IIB	2	3	3		32.4	23.8	19.3		26.9	17.	3	31.5	FRMLDUW
PAINE COLLEGE		IIB		4	3	2	----	22.0	19.1	18.1	20.1	11.	5	22.3	FMU
PHILLIPS COLLEGE		IV													
SAVANNAH STATE COLLEGE		IIB	1	2	1	1	33.3	26.1	23.0	20.2	26.8	11.	5	29.7	FML
SOUTH GEORGIA COLLEGE	2	III		2	2	2	----	27.3	23.0	19.1	22.6	13.	5	25.6	FMLU
MERCER U STHN SCHOOL PHAR		IIC		3	3		----	23.3	21.3		23.1	20.	3	27.7	FRMLDUW
SPELMAN COLLEGE		IIB	3	3	3	3	29.0	23.2	19.4	16.2	20.9	10.	5	23.0	FRMLUW
THOMAS COUNTY CC		III			5		----	----	17.1		17.6	12.	5	19.7	FMLUW
TOCCOA FALLS COLLEGE		IIC			5		----	----	16.3	----	16.6	13.	5	18.8	FRMLUW
UNIVERSITY OF GEORGIA		I	2	2	3	4	43.6	31.1	24.3	18.2	32.4	10.	5	35.6	FMLUW
VALDOSTA STATE COLLEGE	4	IIB	1	1	1	2	32.5	26.9	23.4	19.0	26.5	12.	5	29.6	FMLUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY (CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
ALL	95.							10	22	3				2		44.6	35.4	----				----	
88.	78.	27.	6.	12.4	12.3	12.4	12.4	85	68	30	8	13	29	21	10	41.1	32.2	28.5	23.8	39.4	30.3	24.2	22.6
97.	87.	24.	8.	8.8	10.2	11.1	11.2	470	269	143	14	48	70	71	12	45.0	32.7	27.4	23.5	39.6	30.4	25.4	23.6
88.	83.	25.						66	91	66	2	2	9	40	1	----	27.8	24.1	----	----	30.0	22.3	----
95.	71.	29.						42	55	16	1	2	3	8	2	----	----	24.5	----	----	----	18.2	----
ALL	ALL	94.	33.					10	13	15	2			1	1	34.3	30.0	----	----			----	----
93.	93.			8.1	8.2	10.3	9.7	103	52	30	3	6	17	23	4	43.3	30.4	23.8	----	37.3	29.1	23.6	----
97.	77.	48.						50	35	27	3	15	13	27	7	35.5	29.5	24.8	----	35.7	27.5	24.3	----
99.	18.			8.6	12.1	12.9	14.5	380	90	138	12	14	30	75	11	52.2	32.2	25.5	21.1	49.4	30.9	24.2	20.2
ALL	72.	62.	3.					17	23	23	11	6	6	29	18	33.9	26.5	22.7	17.9	32.0	24.1	21.8	17.8
											45				31				23.9				22.3
											57				58				23.4				22.2
											22				16				21.2				22.7
ALL	99.			8.3	9.5	11.4	10.6	1 243	3 223	2 129	2	4 11	3 55	11 76	4 12	---- 43.5	---- 30.8	---- 25.2	----	---- 40.2	---- 29.7	---- 23.5	---- ----
98.	82.	13.		2.3	2.3	3.1	5.8	138	91	55	10	26	35	27	3	38.8	29.6	25.7	----	36.7	28.0	25.6	----
94.	82.	9.						81	82	70	3	7	21	58	9	35.6	27.6	21.8	----	32.2	27.4	22.6	----
								2	9	12				4		----	20.6	----				----	
ALL	88.	41.	10.	5.0	5.8	7.0	7.8	34	51	28	14	10	22	38	36	30.5	31.6	24.5	20.0	35.7	32.1	24.9	19.1
95.	65.	17.		6.7	9.5	10.2	9.4	240	122	60	6	27	36	29	16	41.1	32.8	25.9	20.5	41.2	30.0	23.7	18.1
90.	91.	30.	4.	9.3	9.2	8.9	8.6	128	119	70	7	9	23	58	17	51.4	35.6	26.3	21.0	46.8	32.0	24.9	19.0
93.	83.	14.		7.5	10.5	13.6	12.0	227	180	139	37	32	84	111	61	40.4	31.3	26.0	21.9	38.1	30.0	24.4	21.1
80.	80.	30.		-----	-----	4.0	-----	1	3	5	1	4	2	5	2	----	----	----	----	----	----	----	----
								1	5	5	7		3	2	11	----	----	----	16.9		----	----	17.1
ALL	56.							2	4	6	5	9	12	15	2	----	----	19.1	----	----	----	18.0	----
ALL				8.0	-----	-----		140 18	118	93	17	45 1	76 2	101 1	21 1	41.3 ----	33.1	26.9	23.7	40.6 ----	32.7 ----	26.8 ----	23.1 ----
											23				14				16.8				13.6
				7.0	8.1	10.3	-----	6	19	19	3	14	22	28	2	28.1	25.1	21.1	----	28.6	23.2	20.0	----
33.	24.	9.						9	12	27	18		5	16	20	22.5	----	19.0	15.3		----	16.9	17.8
71.	30.	4.		4.6	9.1	7.0	8.1	10	7	18	7	4	3	6	9	----	----	18.2	15.9	----	----	19.3	15.7
		17.							6	6	3			2	6		20.6	----	----			----	----
ALL	87.	6.		5.0	6.6	6.2		31	10	13		3	5	5		----	----	----		----	----	----	
								1	7	14	2		5	1	4		----	----	----		----	----	----
93.	58.	27.						42	77	69	17	15	18	57	17	31 9	27.5	22.9	18.8	32.6	25.3	21.4	15.9
								29	58	49	32	3	4	7	8	----	----	21.1	15.4	----	----	19.2	15.5
89.	77.	16.		4.8	5.3	4.6	6.8	71	135	92	21	9	32	56	36	36.6	28.3	24.2	19.3	35.4	26.4	22.7	17.1
99.	86.	2.		4.8	5.4	5.8	2.7	357	226	128	4	39	82	81	8	38.2	27.3	23.5	----	34.1	25.9	21.7	----
92.	52.							59	36	3	4	34	29	4	6	25.3	21.0	----	----	24.9	19.7	----	----
ALL	96.	27.		10.3	9.9	11.5	-----	31	19	21	4	9	7	5	1	24.1	19.2	----	----	25.2	19.6	----	----
			74.								26				16				21.3				21.1
								4	3	3						----	----	----					
98.	97.	45.	4.	5.4	5.8	6.6	8.2	168	198	58	27	49	125	73	29	28.4	23.9	19.6	15.9	27.3	22.5	18.6	16.0
											4				4				----				----
35.	9.							19	19	11		1	3	9		----	----	24.4		----	----	25.6	
			93.								43				26				23.9				23.1
								1		2				1		----		----				----	
			73.								35				10				18.5				17.6
71.	92.	52.	33.					6	9	20	2	1	4	9	1	----	----	16.6	----	----	----	1.	----
								9	9	6	3	2		1		----	19.8	----	----	----		----	
98.	73.	16.		8.0	7.9	8.7	8.9	50	23	27	3	6	7	10	7	32.3	24.9	22.0	----	29.6	23.6	21.0	----
								12	13	22		2	1	2		----	----	----		----	----	----	
90.	81.	26.		4.8	5.0	5.3	4.8	107	124	101	14	6	16	32	17	36.4	28.5	24.1	18.5	33.4	26.9	21.7	16.9
95.	84.	9.	3.	5.6	6.8	8.0	9.8	789	599	448	26	38	94	151	37	40.2	29.8	26.4	19.9	33.8	28.1	24.4	17.5
78.	73.	5.		9.3	7.8	10.8	9.3	249	172	103	9	22	30	43	9	40.2	30.0	24.3	20.8	36.1	28.3	22.7	20.0
95.	79.	18.						39	54	27	4	5	19	22	5	----	28.0	23.4	----	----	26.5	22.5	----
94.	90.	13.		5.3	6.0	6.9	4.6	310	249	115	22	24	61	66	23	37.2	28.1	23.8	22.3	36.7	27.2	22.5	20.1
92.	86.	5.		6.2	7.5	5.9	-----	23	29	13	1	1	7	8		----	23.4	19.7	----	----	22.1	17.5	
97.	94.	43.		4.6	5.0	5.8	4.5	56	90	25	14	3	18	19	7	----	27.8	23.5	20.6	----	26.8	22.1	17.6
				-----	-----	-----	-----	5	3	5	2				2	----	----	----	----				----
75.	8.							3	10			1	2	1		----	----			----	----	----	
ALL	92.	36.						11	16	22	7		9	22	6	29.4	24.4	22.0	19.3		25.0	21.9	18.7
ALL	95.	38.		3.5	4.7	7.4	-----	9	12	9		12	9	12	5	31.1	25.3	21.0		29.8	25.0	20.0	----
ALL	83.	40.		-----	7.6	8.4	-----	4	14	16	1	1	9	19	4	----	24.7	23.0	----	----	26.8	21.3	----
ALL	ALL	64.		-----	6.4	6.1	6.4	1	10	16	1		5	17	4	----	----	22.4	----		----	22.8	----
61.	27.	4.		8.0	7.0	14.1	-----	31	29	13	1	7	12	11	2	30.3	24.8	22.0	----	24.7	21.2	20.9	----
94.	88.	31.		6.1	6.2	5.8	1.2	26	35	29	6	8	14	22	8	36.1	28.3	21.8	19.4	33.6	27.0	22.2	19.0
	58.	7.			6.0	5.8	6.3		7	10	3		5	4	2		----	----			----	----	----
									6	7			2	4	2		----	----			----	----	----
ALL	64.	35.		-----	7.3	7.2	9.3	1	11	9	5	1	3	8	12	----	----	21.0	----	----	----	21.1	----
90.	52.	30.		3.3	3.5	4.0	4.1	11	12	23	14	10	11	17	22	29.4	20.4	17.3	15.4	25.6	21.4	16.9	14.5
ALL	84.	6.						4	11	16	10	3	8	17	16	----	23.6	22.6	23.7	----	25.4	22.5	19.0
94.	89.	31		6.4	6.7	7.1	7.0	43	53	20	8	10	22	25	7	31.4	26.8	21.7	20.2	29.1	26.5	22.2	18.0
ALL	ALL	2.		7.4	6.7	6.8	6.8	8	3	15	3	1	8	7	6	----	----	21.5	----	----	----	20.5	----
				6.9	6.4	6.7	6.7																
ALL	ALL	62.		4.4	7.0	6.8	-----	3	5	11	6	5	3	13	1	----	----	21.8	----	----	----	19.9	----
89.	83.	27.		6.5	6.7	6.6	-----	27	22	26	3	10	19	23	4	31.5	26.1	21.0	----	30.9	25.1	21.8	----
94.	80.	9.						259	158	106	5	4	14	12	3	----	33.3	29.1	----	----	28.5	26.1	----
92.	87.	41.						65	74	80	11	8	11	56	29	32.9	27.6	23.1	17.2	33.2	26.8	20.7	15.6
95.	86.	47.		7.3	7.3	7.3	6.7	18	24	22	6	3	5	23	6	----	----	24.4	18.2	----	----	20.3	19.7
94.	89.	24.						238	184	99	9	26	72	71	28	42.2	31.7	25.8	18.5	40.4	29.6	24.4	18.1
				-----	5.7	-----	9.1																
90.	75.	15.		3.4	6.8	7.2	4.1	9	26	34	8	1	22	19	23	----	29.0	25.1	20.8	----	29.4	23.9	20.1
ALL	76.	18.						12	13	8		2	4	14	1	----	----	19.6		----	----	19.6	----
ALL	92.	44.						5	16	14	8		9	18	18	----	26.3	22.8	16.5		25.3	21.5	16.3
95.	83.	39.		7.9	9.3	9.7	8.3	36	33	24	11	4	8	9	6	----	28.4	22.2	19.4	----	27.2	22.5	17.8
78.	35.	13.		-----	12.9	10.3	9.7	7	16	7	7	2	7	9	3	----	22.3	20.3	----	----	21.8	19.4	----
					.7	4.2	7.9																
97.	ALL	33.		6.8	7.0	8.0	9.1	27	13	16	5	4	7	17	5	----	26.2	23.0	----	----	26.1	23.0	----
88.	96.	13.						14	5	8		3	4			----	----	19.3		----	----		
ALL	23.	44.						4	10	15	7	1	3	10	12	----	----	19.5	19.4	----	----	18.5	17.3
							5.0																
95.	91.	24.		6.1	6.6	9.5	5.9	32	28	27	5	6	13	19	2	33.2	27.2	23.9	----	34.2	26.3	21.6	----
ALL	91.	43.		-----	7.6	6.8	8.6	3	7	8	13		4	6	7	----	----	23.6	19.5		----	22.2	18.3
ALL	ALL	7.		-----	-----	6.2		4	8	12		1	1	3		----	----	----			----	----	
85.	65.			7.9	15.4	17.4	16.4	7	8	10	6	6	12	16	15	27.2	24.6	18.9	16.6	31.1	22.2	19.6	16.1
					-----	-----	-----	2	1	4		2	3	2		----	----	----		----	----	----	
								2	4	15	1	1		4	1	----	----	----	----	----		----	----
96.	88.	9.		6.4	6.9	7.5	6.5	464	380	251	35	18	52	114	43	43.7	31.4	24.7	18.5	40.0	29.1	23.6	17.9
94.	69.	38.		7.4	7.4	7.3	8.2	50	41	60	6	12	13	28	11	32.8	27.1	24.0	19.2	31.2	26.4	22.1	18.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AP	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
GEORGIA (CONTD)															
WAYCROSS JUNIOR COLLEGE	2	III			2			----	22.1	----	22.7	11.	5	25.1	FMLUW
WESLEYAN COLLEGE		IIB	5	5	4		21.3	19.0	18.6	----	19.5	16.	4	22.6	FRMLD
WEST GEORGIA COLLEGE		IIA	3	3	3	4	32.9	27.0	22.7	17.1	26.5	13.	5	29.9	FMLU
HAWAII															
CHAMINADE U OF HONOLULU		IIB	4	4	3	5	24.2	20.2	19.4	14.4	19.9	18.	3	23.5	FRMLDUW
HAWAII LOA COLLEGE		IIB		4	4		----	20.4	17.7	----	19.1	17.	3	22.4	FRMLDUW
HAWAII PACIFIC COLLEGE		IIC		2	3	5	----	26.6	20.6	9.0	19.6	20.	3	23.4	FRMLDUWO
U OF HAWAII HONOLULU CC	15	IV				2				25.1	25.1	33.	1*	33.5	FRMLUW
U OF HAWAII KAPIOLANI CC	15	IV				2				24.9	24.9	33.	1*	33.8	FRMLUW
U OF HAWAII KAUAI CC	15	IV				2				24.6	24.6	34.	1*	32.8	FRMLUW
U OF HAWAII LEEWARD CC	15	IV				2				25.9	25.9	33.	1*	34.5	FRMLUW
U OF HAWAII MAUI CC	15	IV				2				25.6	25.6	33.	1*	34.1	FRMLUW
U OF HAWAII AT MANOA	15	I	4	4	4	3	37.9	28.8	23.3	19.6	30.8	33.	1*	40.9	FRMLUW
U OF HAWAII AT HILO	15	IIB	1	1	1		34.1	27.2	22.1	----	26.1	33.	1*	34.8	FRMLUW
U OF HAWAII WEST OAHU C		IIB		3			----	24.2	----	----	22.6	34.	1*	30.2	FRMLUW
U OF HAWAII WINDWARD CC	15	IV				2				24.6	24.6	34.	1*	32.8	FRMLUW
IDAHO															
BOISE STATE UNIVERSITY		IIA	3	5	4	3	29.1	24.6	21.1	18.1	25.1	22.	2	30.6	FRMLUW
COLLEGE OF IDAHO		IIB	4	2	4		24.9	25.8	17.5		22.9	16.	4	26.5	FRMLW
COLLEGE OF SOUTHERN IDAHO		III	4	4	3	1	25.6	22.2	20.5	22.5	22.6	19.	3	26.8	FRMLDW
IDAHO STATE UNIVERSITY		IIA	3	5	5	2	29.1	24.2	20.4	19.4	22.8	22.	2	27.7	FRMLDUW
LEWIS-CLARK ST COLLEGE		IIB	3	3	3		26.5	23.2	20.1	----	22.7	22.	1	27.6	FRMLUW
NTHWST NAZARENE COLLEGE		IIB	4	5		4	24.4	19.8	----	15.8	20.8	20.	2	24.9	FRMLDW
UNIVERSITY OF IDAHO		I	5	5	5		32.6	26.2	22.6	----	28.5	28.	3	34.3	FRMLDUW
ILLINOIS															
AUGUSTANA COLLEGE		IIB	1	1	1	2	35.7	28.4	22.8	18.9	26.8	19.	3	31.9	FRMLDW
AURORA COLLEGE		IIB	3	2	2		28.3	24.3	21.3		23.6	18.	3	27.9	FRMLDUWT
BARAT COLLEGE		IIB	5		5	5	19.0	----	15.7	12.7	15.8	12.	5	17.7	FRMLDWT
BELLEVILLE AREA COLLEGE		IV				1				30.3	30.3	11.	5	33.7	RMLDUW
BLACK HAWK C EAST CAMPUS		III		3	4		----	24.5	19.7	----	22.6	16.	4	26.2	RMLDW
BLACK HAWK C QUAD-CITIES	1	III	2	2	3	3	31.4	26.2	21.2	17.7	24.6	15.	4	28.2	RMLDW
BLACKBURN COLLEGE		IIB				1				21.4	21.4	17.	3	24.9	FRMDWT
BRADLEY UNIVERSITY		IIA	3	2	2	2	34.8	28.2	23.4	19.4	28.4	14.	5	32.4	FRMLDUW
CARL SANDBURG COLLEGE		IV				3				22.6	22.6	13.	4	25.5	RMLUW
CHICAGO STATE UNIVERSITY	6	IIA	5	5	5	4	28.6	23.9	19.8	17.1	24.0	13.	5	27.0	RMLD
CHICAGO THEOL SEMINARY		IIC													
CHRIST SEMINARY-SEMINEX		IIC	2				29.8	----			29.2	17.	3	34.2	RM
CITY C CHGO CITY-WIDE C		III	1	2	1	1	34.0	27.8	25.7	20.5	25.6	20.	3	30.7	RMLUW
CITY C CHICAGO DALEY C		III	1	1*	1*	2	35.6	33.5	31.1	19.7	30.9	19.	3	36.8	RMLUW
CITY C CHGO KENNEDY-KING		III	1*	1*	1*	1*	36.7	33.8	30.5	25.8	30.4	19.	3	36.1	RMLUW
CITY C CHICAGO LOOP C		III	1*	1*	1*	1	36.3	33.2	29.2	22.9	31.0	19.	3	36.8	RMLUW
CITY C CHGO MALCOLM X C		III	1	1	1*	1*	34.5	29.8	28.5	25.0	27.8	19.	3	33.2	RMLUW
CITY C CHGO OLIVE-HARVEY		III	1	1*	1*	1	35.0	33.8	29.9	22.5	30.4	19.	3	36.1	RMLUW
CITY C CHGO TRUMAN C		III	1	1*	1*	2	35.7	33.1	27.0	19.2	29.0	19.	3	34.5	RMLW
CITY C CHICAGO WRIGHT C		III	1*	1*	1*	1	38.1	34.4	30.8	20.9	33.6	18.	4	39.7	RMLUW
COLLEGE OF DUPAGE		IV				1				31.3	31.3	14.	4	35.6	RMLW
COLLEGE OF LAKE COUNTY		IV				1				29.3	29.3	8.	5	31.6	RMLD
COLLEGE OF SAINT FRANCIS		IIB		2	2		----	24.8	21.7	----	23.5	14.	4	27.2	FRMW
COLUMBIA COLLEGE		IIB				1*				27.7	27.7	13.	5	31.3	RMLDUW
DANVILLE AREA COMM COLL		IV				3				23.7	23.7	12.	5	26.4	RMLDUW
DEPAUL UNIVERSITY		IIA	1	1	1	2	37.5	30.2	24.3	19.3	29.6	23.	2	36.5	FRMLDUWT
EASTERN ILL UNIVERSITY		IIA	3	3	3	4	29.8	24.3	20.5	17.9	24.8	13.	5	28.0	RMLD
ELGIN COMMUNITY COLLEGE		IV				2				25.9	25.9	19.	3	30.9	RMLW
ELMHURST COLLEGE		IIB	2	2	2	2	31.7	25.7	21.5	18.7	24.9	21.	2	30.0	FRMLDUW
EUREKA COLLEGE		IIB	4	5	5		24.6	19.3	16.5		19.7	24.	1	29.7	FRMUW
GARRETT-EVANGELCL THEOL		IIC	2				31.7	----	----		30.2	21.	2	36.6	FRMLDWT
GEORGE WILLIAMS COLLEGE		IIA	5	5	5		28.8	20.6	18.9	----	21.6	20.	3	25.9	FRMLDUW
GOVERNORS ST UNIVERSITY	7	IIA									28.0	12.		31.4	RMLD
GREENVILLE COLLEGE		IIB	5	5	5		20.3	18.3	15.4		18.6	17.	3	21.8	FRMLDUW
HIGHLAND CMTY COLLEGE		IV				2				23.9	23.9	19.	3	28.4	RMLW
ILL BENEDICTINE COLLEGE		IIB	2	2	2		30.5	24.7	21.2		25.4	14.	5	28.3	FRMLDUW
ILLINOIS COLLEGE		IIB	2	2	4		29.1	25.4	18.2	----	24.5	24.	5	27.8	FRMLDW
ILL COLLEGE OF OPTOMETRY		IIC		1	1		----	33.1	26.3	----	29.0	22.	2	35.3	FRMLDW
DR WM SCHOLL C PODIATRIC		IIC		1	1		----	33.2	26.6		28.6	17.	3	33.4	FRMDUW
ILL ESTN CC FRONTIER CC		IV				4				18.9	18.0	10.	5	19.8	RMW
ILL ESTN LINCOLN TRAIL C		IV				4				19.6	19.6	10.	5	21.4	RMW
ILL ESTN CC OLNEY CEN C		IV				3				22.1	22.1	11.	5	24.4	RMW
ILL ESTN CC WABASH VLY C		IV				3				21.3	21.3	10.	5	23.4	RMW
ILLINOIS INST TECHNOLOGY		I	2	1	1	3	43.7	33.4	26.7	19.5	33.8	17.	4	39.6	FRMLDUW
ILLINOIS STATE UNIVERSITY		I	5	5	5	4	33.4	27.0	22.2	17.6	26.8	12.	5	30.1	RMLD
ILLINOIS WESLEYAN UNIV		IIB	1	2	2	2	32.8	25.8	20.9	18.9	25.0	22.	1	30.5	FRMDU
JOHN A LOGAN COLLEGE		IV				1				27.8	27.8	15.	4	31.9	RMLUW
JOHN WOOD CMTY COLLEGE		IV				3				16.1	16.1	14.	4	18.3	RMLDUW
JOLIET JUNIOR COLLEGE		IV				1				30.0	30.0	10.	3	35.4	RMLUW
JUDSON COLLEGE		IIB	4	4	5		24.2	20.8	16.8		20.1	21.	2	24.4	FRMDW
KANKAKEE COMM COLL		IV				3				21.4	21.4	14.	4	24.4	RMLUWT
KENDALL COLLEGE		IIB			5	5	----		16.9	11.7	15.8	11.	5	17.6	FRML
KNOX COLLEGE		IIB	1	2	3		32.8	26.3	19.9	----	26.2	26.	1	33.0	FRMLDUWT
LAKE FOREST COLLEGE		IIB	1	1*	1	1	35.8	30.1	22.6	19.6	28.6	28.	1*	36.6	FRMLDT
LAKE LAND COLLEGE		IV				3				22.6	22.6	12.	5	25.4	RMLUW
LEWIS AND CLARK CC		III	3	3	2	2	28.3	25.0	23.0	19.7	23.4	17.	4	27.5	RMLD
LEWIS UNIVERSITY		IIA	5	5	5	4	24.5	21.9	19.7	16.8	21.2	20.	3	25.4	FRMLDUW
LINCOLN CHRISTIAN COLLEGE		IIC	5				20.0	----	----	----	18.6	6.	5	19.7	RMLW
LOYOLA UNIV OF CHICAGO		I	3	2	2	1	39.2	31.1	25.1	22.9	30.6	19.	4	36.3	FRMLDUW
MCCORMICK THEOLOGICAL SEM		IIC	2				29.9	----	----	----	27.8	26.	1	34.9	FRM
MCHENRY COUNTY COLLEGE		IV				2				24.3	24.3	21.	2	29.4	RMLUW
MCKENDREE COLLEGE		IIB	4	4	2	1	26.4	21.8	20.7	19.6	21.6	18.	3	25.5	FRMLDUWTO
MACMURRAY COLLEGE		IIB	4	3	3	4	25.8	22.4	19.2	15.4	21.1	15.	4	24.3	FRMDWT
MEADVL-LOMBARD THEOL SCH		IIC					----	----			----	---	1*	----	RMLDTH
MILLIKIN UNIVERSITY		IIB	2	2	2	3	31.7	25.8	21.0	17.1	26.1	17.	3	28.1	FRMLDUW
MONMOUTH COLLEGE		IIB													
MORAINE VLY CMTY COLLEGE		III	2	2	3	3	31.7	26.0	21.5	18.6	25.6	16.	4	29.8	RMLDW
MORTON COLLEGE		IV				2				27.0	27.0	17.	3	31.6	RMLW
NATL COLL OF CHIROPRACTIC		IIC	3	3	4	4	27.8	23.0	18.3	15.5	21.0	11.	5	23.2	FMUWT
NATL COLL OF EDUC MAIN		IIC				1				21.6	21.6	18.	5	23.7	RMLDUW
NORTH CENTRAL COLLEGE		IIB	2	2	2	1	31.5	26.5	21.0	19.1	23.9	15.	4	27.4	FRMLDUW
NORTH PARK C & THEOL SEM		IIB	3	3	3	3	27.6	23.6	19.5	17.1	22.4	21.	2	27.0	FRMLD
NTHESTN ILL UNIVERSITY		IIA	5	5	4		29.3	24.4	22.2		26.1	13.	5	29.4	RMLD
NORTHERN ILL UNIVERSITY	17	I	5	4	5	5	35.1	29.0	22.3	15.4	27.7	12.	5	31.0	RMLD
NORTHWESTERN UNIVERSITY		I	1	2	1		46.8	30.9	27.4	----	38.4	19.	4	45.7	FRMLDW
OLIVET NAZARENE COLLEGE		IIB	4	4	4		24.4	21.3	18.1	----	20.2	23.	1	24.7	FRMLDW
SAINT LOUIS U-PARKS C		IIC	3	3	4		26.8	22.2	17.7	----	21.0	16.	4	24.5	FRMLDUW
PRINCIPIA COLLEGE		IIB	2	2	3	3	30.6	25.9	20.2	16.3	25.1	16.	4	29.8	FRMLUW
QUINCY COLLEGE		IIB	3	3	3	3	26.6	23.0	19.7	16.6	22.3	13.	5	25.2	FRMLDUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
	40.	9.			-----	6.4	----		2	6	1		3	5			----	----	----		----	----	
80.	53.							6	11	7	1	4	4	3	2	----	----	----	----	----	----	----	----
95.	88.	35.		6.4	6.6	6.8	6.3	63	58	47	10	11	17	21	17	33.3	27.4	22.7	17.0	30.6	25.8	22.7	17.2
83.	36.	29.						11	6	10	6	1	5	4	3	----	----	----	----	----	----	----	----
67.	43.	18.		9.7	6.5	13.1	------	3	6	5	4		1	6	1	----	----	----	----		----	----	----
								3	6	6	5		2	5	2	----	----	----	----		----	----	----
			71.								71				31				26.3				22.3
			76.								53				42				26.9				26.8
			57.								30				16				26.0				21.9
			78.								85				45				26.3				25.2
			62.								40				15				25.9				24.8
96.	84.	24.	21.					405	188	160	11	28	44	113	37	38.1	29.1	23.6	20.1	34.1	27.9	22.7	19.4
ALL	97.	19.						23	28	34			3	8	2	34.1	----	21.9			----	21.2	----
ALL	83.	29.						1	5	2			1	2	1	----	----	----			----	----	----
			59.								16				18				23.5				25.6
97.	59.	27.	10.					100	87	51	2	11	22	27	8	29.2	25.0	21.7	----	27.8	23.4	20.0	----
ALL	78.			4.0	25.6	21.9		16	8	9		2	2	3		----	----	----		----	----	----	
				1.3	2.1	2.0	2.5	19	13	24	12	6	9	9	4	25.4	22.2	21.2	----	26.1	22.1	18.6	----
93.	91.	13.	50.	.7	1.0	1.1	.9	64	63	59	71	6	22	23	29	29.3	24.3	20.7	20.2	27.0	23.9	19.5	17.4
ALL	58.	28.		4.2	7.3	4.5		11	18	7	1	1	6	8	3	----	25.0	20.0	----	----	24.0	20.2	----
11.	13.		7.	.6	.3	-----	1.9	26	15	2	8	2	1	3	4	----	----	----	15.7	----	----	----	16.0
97.	82.	21.		5.0	5.1	6.1	-----	156	93	52	1	10	21	18		32.6	26.6	23.0	----	33.6	24.5	21.7	
ALL	93.	34.		5.4	5.8	6.8	7.4	28	22	31	8	4	5	13	11	----	----	23.2	19.1	----	----	21.9	18.8
29.								6	21	9		1	5	13		----	----	22.8		----	----	20.8	
ALL	25.	17.		10.5	2.0	1.1	4.7	1	1	4	4	4	3	8	4	----	----	----	----	----	----	----	----
			98.								86				29				30.7				29.0
ALL	91.	89.						2	7	7	1		4	2	1	----	----	----	----		----	----	----
ALL	ALL	93.	42.	3.2	3.9	4.5	5.4	23	23	14	8	9	20	16	18	31.7	26.8	22.1	18.2	30.8	25.5	20.5	17.4
			39.				9.7				32				9				21.7				20.2
94.	81.	31.	9.	4.0	4.2	5.5	9.4	78	77	50	5	5	12	34	6	----	28.4	25.1	----	----	27.2	28.9	----
			78.								31				24				22.6				22.4
92.	67.	17.		5.8	3.1	4.8	5.3	71	54	23	11	10	28	36	21	28.6	24.8	20.4	16.2	28.7	22.2	19.5	17.4
				6.3	-----	-----	-----																
				33.1	-----			11	3							29.8	----						
90.	90.	86.	43.					8	7	13	11	2	3	9	10	----	----	25.8	19.9	----	----	25.5	21.1
ALL	ALL	ALL	27.					27	29	28	15	8	15	8	11	36.0	34.0	31.5	19.6	34.4	32.6	29.8	19.8
ALL	ALL	98.	92.					12	28	47	46	8	28	36	27	36.7	34.4	30.8	25.8	36.7	33.2	30.1	26.0
ALL	98.	94.	58.					32	30	38	13	7	25	27	13	36.6	33.6	30.3	21.7	35.3	32.7	27.7	24.1
ALL	77.	ALL	80.					4	11	33	31	7	11	34	28	----	30.2	30.0	25.5	----	29.5	27.1	24.5
97.	ALL	ALL	58.					22	29	32	20	7	10	20	11	35.6	34.0	30.5	22.8	33.2	33.2	29.0	22.0
98.	ALL	98.	46.					28	32	26	12	13	17	27	25	35.9	33.3	28.5	20.1	35.3	32.8	25.6	18.8
ALL	97.	96.	56.					45	49	35	7	16	10	11	9	37.4	34.6	31.4	22.2	40.3	33.3	28.9	19.9
			66.				6.9				149				58				32.2				29.0
			89.								105				61				29.9				28.2
50.	27.	5.						3	4	12	3	1	7	10	2	----	----	22.1	----	----	----	21.3	----
			92.								45				8				27.6				28.4
											35				24				25.5				21.2
97.	76.	16.	7.	4.1	4.1	5.2	5.2	87	123	56	18	11	33	44	10	37.8	30.6	24.9	19.5	34.7	28.9	23.5	18.9
99.	81.	39.		7.3	8.5	8.8	8.8	167	107	77	23	19	30	40	25	30.1	24.5	20.9	18.3	27.3	23.7	19.7	17.4
			80.				4.5				55				36				26.9				24.4
ALL	91.	42.		4.1	4.2	5.0	-----	22	20	23	2	4	3	25	4	----	----	21.6	----	----	----	21.4	----
ALL	58.							4	9	5		3	5	4		----	----	----		----	----	----	
89.	40.			4.3	-----	-----		17	3			2	2	1		----	----			----	----	----	
ALL	67.	27.						9	11	12		4	7	10	1	----	20.7	18.7		----	20.4	19.2	----
			66.				5.0				101				42				29.1				25.4
96.	50.	8.						20	6	8		5	2	5		----	----	----		----	----	----	
							1.4				33				10				24.2				22.8
96.	56.			9.8	9.4	9.2		18	11	20		6	12	6		30.2	25.6	21.1		31.5	24.1	21.4	
ALL	87.			6.8	6.3	-----	-----	14	14	4	3	2	1	4	2	----	----	----	----	----	----	----	----
ALL	50.			-----	-----	8.3	-----	3	5	18	1		1	6		----	----	26.5	----		----	25.6	
								5	9	5				1		----	33.2	----				----	
			60.				2.5				3				7				----				----
			04.				2.3				24				14				19.8				19.2
			94.				1.1				25				7				22.7				20.1
			83.				1.4				35				13				21.8				20.2
97.	80.			6.9	6.7	9.2	12.3	85	82	54	15	1	9	15	4	----	33.4	27.1	----	----	33.9	25.3	----
97.	87.	31.		4.9	4.9	4.3	2.3	226	156	162	28	33	48	72	34	33.5	27.1	22.5	18.5	32.9	26.4	21.4	16.8
92.	ALL	41.		6.7	7.4	5.8	9.7	25	30	22	5	1	9	22	5	----	27.3	21.4	----	----	20.7	20.5	----
			86.								33				23				28.9				26.1
											7				13				18.0				15.1
			78.								114				42				30.5				28.9
ALL	75.			-----	4.9	6.1		5	7	5		1	1	4		----	----	----		----	----	----	
			76.								32				18				22.1				20.2
								2		16	7					----		6.3	3.8				
ALL	ALL						-----	26	21	17	3		1	7		32.8	----	20.0	----		----	19.5	
96.	94.			5.5	6.9	8.0	6.3	25	13	14	3	3	3	8	4	----	----	23.3	----	----	----	21.4	----
			90.								42				32				23.2				21.6
ALL	93.	93.	54.					8	14	19	11	6	7	8	13	28.3	25.0	23.1	20.0	28.4	24.8	22.9	19.5
ALL	54.	10.		6.3	6.6	6.3	10.7	23	19	13	8	2	9	7	8	----	21.8	19.6	16.4	----	22.1	19.8	17.2
ALL	ALL	80.						8	5	4	3	1		1		----	----	----	----	----		----	
99.	81.	29.	14.	8.0	8.4	8.3	9.1	131	162	119	14	11	59	79	14	39.4	31.5	25.7	25.2	37.1	29.9	24.2	20.6
ALL				2.8	-----	----		12	2	2	1	1		1		----	----	----	----	----		----	
			79.				4.7				40				17				24.9				22.8
ALL	78.	14.						6	7	8	3		2	6	5	26.4	----	21.0	----		----	20.2	----
ALL	61.	21.						12	14	9	6	3	4	10	4	----	----	18.5	----	----	----	19.8	----
ALL	ALL			-----	-----			1	2							----	----						
91.	80.	24.		4.2	4.9	5.8	5.0	20	24	24	9	2	6	9	7	----	26.1	21.1	17.5	----	24.6	20.7	16.5
				5.0	5.8	5.7	-----																
98.	94.	71.	39.					33	32	27	6	18	15	20	12	31.7	25.8	21.6	19.1	31.5	26.3	21.4	18.3
			79.								38				25				27.6				26.2
75.	25.	13.						16	10	13	11		2	2	6	27.8	----	----	16.2		----	----	14.2
			30.								36				70				23.6				20.5
ALL	63.	7.		10.0	10.6	9.5	8.4	11	12	16	8	2	4	12	4	----	----	20.2	----	----	----	22.0	----
ALL	91.	16.		4.9	4.9	5.1	5.7	22	18	4	8	1	4	15	9	----	----	----	17.2	----	----	----	17.1
99.	85.	60.		4.5	5.6	5.3		110	66	39		42	32	31		29.8	24.6	22.4		28.0	23.8	21.8	
98.	93.	27.		8.1	8.8	9.8		301	217	140	56	36	54	84	74	35.3	29.6	22.8	15.9	33.3	26.6	21.6	15.0
								379	167	130	2	27	37	41		47.0	31.3	28.1	----	44.2	29.1	25.0	
85.	55.	27.						28	11	24	3		9	21	1	24.4	21.9	18.3	----		20.6	17.9	----
ALL	46.	14.						12	12	20	3		1	1	2	26.8	----	----	----		----	----	----
82.	28.			7.3	7.2	9.6	-----	14	15	7	3	3	5	5	3	----	----	----	----	----	----	----	----
ALL	86.	19.		.6	.9	3.1	-----	14	26	14	5		9	2	3	26.6	23.1	----	----		22.8	----	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
I L L I N O I S (CONTD)															
RICHLAND CMTY COLLEGE		III	4	4	2	3	26.5	23.4	22.0	18.2	23.4	16.	4	27.0	RMLDUW
ROCKFORD COLLEGE		IIB	3	3	2		28.3	22.8	20.5	----	24.0	18.	3	28.3	FRMLDUWT
ROOSEVELT UNIVERSITY		IIA	5	5	5		27.9	23.1	20.6	----	24.1	25.	1	30.2	FRMLDUW
ROSARY COLLEGE		IIA		4	5		----	24.9	20.2	----	22.7	19.	3	27.1	FRMLD
SAINT XAVIER COLLEGE		IIB	2	2	2	2	29.8	25.2	20.6	18.7	23.3	19.	3	27.7	FRMLDUW
SANGAMON STATE UNIVERSITY		IIA	3	2	2		33.5	28.0	23.8	----	27.4	12.	5	30.8	RMLD
SAUK VALLEY COLLEGE	4	III	4	3	3	4	26.7	24.5	21.2	16.2	22.9	18.	4	27.1	RMLUW
SCH ART INSTITUTE CHICAGO		IIC	2	3	3		30.2	24.8	20.8		24.1	29.	1	31.1	FRMLDUWT
SEABURY-WESTERN THEOL SEM		IIC	5				18.3	----		----	17.4	32.	1	23.0	FRML
SHAWNEE COLLEGE		IV				4				20.2	20.2	21.	2	24.4	RMUW
SOUTHEASTERN ILLINOIS COLL		IV				4				18.6	18.6	21.	2	22.5	RMLUW
STHN ILLINOIS U CARBONDL		I	5	5	5	3	34.9	26.9	22.3	18.9	26.7	12.	5	30.0	RMLD
STHN ILLINOIS U EDWARDSVL	1	IIA	4	3	2	3	32.5	27.3	24.0	18.3	28.3	12.	5	31.8	RMLD
SPERTUS COLLEGE JUDAICA		IIC	2				29.9	----			29.0	21.	2	35.1	FRMLDUW
SPOON RIVER COLLEGE		IV				2				24.6	24.6	15.	4	28.4	RMLUWT
SPRINGFLD COLLEGE IN ILL	LFO	IV				5				15.9	15.9	10.	5	17.5	FRM
STATE COMMUNITY COLLEGE		IV				4				19.6	19.6	13.	4	22.1	RML
THORNTON COMMUNITY COLL		IV				1				28.1	28.1	14.	4	32.1	RMLUT
TRINITY CHRISTIAN COLLEGE		IIB	3	2	1	2	28.4	25.9	22.7	18.8	23.6	15.	4	27.2	FRMLDWTO
TRINITY COLLEGE		IIB		4	4		----	19.8	17.5	----	19.9	16.	4	23.2	FRMLD
TRINITY EVANGELCL DIV SCH		IIC	5	4	4		18.9	21.3	18.6		19.3	13.	5	21.8	FRMLDT
TRITON COLLEGE		IV				1				28.6	28.6	14.	4	32.7	RMLDUW
UNIVERSITY OF CHICAGO		I	1	1	1*	1	50.1	32.9	28.6	21.6	41.1	23.	2	50.5	FRMLDUWT
U OF ILL URBANA CAMPUS		I	2	2	1	1*	44.0	30.7	27.2	25.3	36.5	12.	5	40.8	RMLDW
UNIV OF ILL AT CHICAGO	18	I	2	3	3	4	41.6	30.3	24.8	18.6	30.9	13.	5	34.7	RMLDW
WESTERN ILL UNIVERSITY		IIA	4	4	4	5	30.8	25.5	22.2	16.0	25.5	13.	5	28.7	RMLD
WHEATON COLLEGE		IIA	5	5	5		29.2	24.6	19.6		24.9	17.	4	29.3	FRMLDW
WM RAINEY HARPER COLLEGE		III	1*	1*	1*	1	38.7	33.1	26.9	22.4	31.1	11.	5	34.5	RMLDW
I N D I A N A															
BALL STATE UNIVERSITY		I	5	5	5	5	32.8	26.3	21.3	14.6	26.3	23.	2	32.4	FRMLDU
BUTLER UNIVERSITY	4	IIA	4	4	5	5	31.1	25.9	20.7	16.1	25.3	18.	4	30.0	FRMLDWT
CALUMET COLLEGE		IIB	5	5	5		22.0	18.4	15.8	----	18.2	24.	1	24.3	FRMLDUT
DEPAUW UNIVERSITY		IIB	1	1	1		35.7	28.9	22.2		28.8	22.	1	35.1	FRMUW
EARLHAM COLLEGE		IIB	2	3	3		30.4	23.4	19.1		25.7	29.	1*	33.2	FRMLDT
FORT WAYNE BIBLE COLLEGE		IIC		5	5		----	18.7	16.5	----	17.8	16.	4	20.7	R
GOSHEN BIBLICAL SEMINARY		IIC					----	----			18.3	37.	1	25.0	RMDWT
GOSHEN COLLEGE	16	IIB	5	5	5		22.1	19.3	17.2	----	20.4	28.	1*	26.1	FRMLDW
GRACE COLLEGE		IIB	4	4	3		25.0	21.7	19.8		22.2	20.	2	26.7	FRMLDWT
GRACE THEOLOGICAL SEMINARY		IIC					----	----	----	----	23.8	14.	4	27.1	FRMLDW
HANOVER COLLEGE		IIB	1	2	4	3	34.4	25.2	18.9	16.7	25.3	19.	3	30.1	FRMWT
HUNTINGTON COLLEGE		IIB		4	5		----	20.1	16.2	----	19.0	21.	2	23.0	FRMDUW
INDIANA CEN UNIVERSITY		IIA	5	5	5	4	28.5	24.0	20.2	17.4	22.4	22.	2	27.4	FRMLDUWT
INDIANA STATE U MAIN CAM		IIA	4	4	4	5	31.8	25.5	20.8	15.8	26.4	25.	1	33.0	FRMLDUW
INDIANA ST U EVANSVL CAM		IIB	2	2	2	3	31.1	25.6	21.8	16.5	24.7	25.	1	30.8	FRMLDUW
INDIANA U BLOOMINGTON		I	4	4	4		38.3	28.2	24.0	----	32.0	27.	1	40.5	FRMLDUW
INDIANA UNIVERSITY EAST		III		3	5		----	24.1	18.3		21.2	29.	1	27.3	FRMLDUW
IND-PURDUE U FORT WAYNE		IIA	3	3	4	3	33.2	27.3	21.5	18.2	25.1	26.	1	31.7	FRMLDUW
IND-PURDUE U INDIANAPOLIS		IIA	2	3	4	5	36.6	26.9	21.6	15.0	26.9	28.	1	34.2	FRMLDUW
INDIANA U AT KOKOMO		IIB	2	2	2		30.1	25.6	21.6		25.0	29.	1*	32.2	FRMLDUW
INDIANA U NORTHWEST		IIA	2	2	4		36.5	28.6	21.5	----	26.9	28.	1	34.3	FRMLDUW
INDIANA U AT SOUTH BEND		IIA	3	3	4		33.3	27.3	22.2	----	27.1	28.	1	34.5	FRMLDUW
INDIANA U SOUTHEAST		IIB	2	2	4		31.2	24.7	18.5		24.3	28.	1*	31.2	FRMLDUW
IND VOC TECH C-SOUTHEAST		IV													
IND VOC TECH C-NTHWST		IV													
IND VOC TECH C-COLUMBUS		IV													
IND VOC TECH-MUNCIE		IV													
IND VOC TECH C-SOUTHWEST		IV													
IND VOC TECH C-NTH CEN		IV													
IND VOC TECH C NORTHEAST		IV													
IND VOC TECH C-CEN IND		IV													
IND VOC TECH C-KOKOMO		IV													
IND VOC TECH C-LAFAYETTE		IV													
IND VOC TECH C-WHITEWATER		IV													
IND VOC TECH C-STHCEN		IV													
IND VOC TECH C-TERRE HAUTE		IV													
MANCHESTER COLLEGE		IIB	3	3	4		27.4	22.5	18.4	----	22.5	18.	3	26.5	FRMLDUW
OAKLAND CITY COLLEGE		III	5	5	5		17.4	15.2	14.9	----	15.6	17.	4	18.2	FRMLDUWT
PURDUE U MAIN CAMPUS		I	2	3	2	3	42.5	30.4	25.2	18.8	33.1	23.	2	40.7	FRMLDUW
PURDUE U CALUMET		IIA	2	3	3	5	35.1	27.5	22.7	16.2	25.7	23.	2	31.7	FRMLDUW
PURDUE U NORTH CEN CAMPUS		III	2	2	3		32.0	27.1	21.6		25.3	24.	2	31.2	FRMLDUW
ROSE-HULMAN INST OF TECHN		IIC	1	1	2		37.5	31.0	24.5		32.6	27.	1	41.2	FRMLDUWT
SAINT JOSEPH'S COLLEGE	LFO	IIB	4	3	2		25.3	23.0	21.1	----	22.7	26.	1	28.6	FRMLDUT
SAINT MARY-OF-THE-WOODS C	PHA	IIB													
SAINT MARY'S COLLEGE		IIB	1	1	1		35.3	28.2	22.0	----	25.3	25.	1	31.6	FRMLDWT
SAINT MEINRAD COLLEGE	LFO	IIB													
SNT MEINRAD SCH THEOLOGY	LFO	IIC													
TAYLOR UNIVERSITY		IIB	4	3	3		24.7	22.1	20.0	----	22.0	29.	1*	28.4	FRMLDW
TRI-STATE UNIVERSITY		IIB	1	3	3		34.6	22.5	19.5	----	24.0	20.	2	28.8	FRMLW
UNIVERSITY OF EVANSVILLE	4	IIA	4	4	4	3	30.7	25.9	22.1	18.6	25.6	17.	4	30.0	FRMLD
UNIVERSITY OF NOTRE DAME		I	2	1	1	1*	44.2	34.0	27.7	26.8	35.8	22.	2	43.7	FRMLDUWT
VALPARAISO UNIVERSITY		IIA	4	4	4	5	32.0	25.7	21.3	16.6	25.8	15.	4	29.7	FRMLDUW
VINCENNES UNIVERSITY		III	3	4	4	4	27.5	22.8	19.5	17.0	21.4	24.	2	26.5	FRMLDW
I O W A															
BRIAR CLIFF COLLEGE		IIB	4	3	3	3	26.1	23.0	20.3	17.5	21.1	14.	5	24.2	FRMLW
CENTRAL U OF IOWA		IIB	2	2	2	2	29.7	25.9	21.2	18.6	24.7	17.	3	29.0	FRMLDW
CLARKE COLLEGE		IIB		4	4	4	----	20.8	18.0	16.2	18.9	21.	2	22.9	FRMDUTH
COE COLLEGE		IIB	2	2	2	2	32.0	26.0	21.1	18.1	25.6	19.	3	30.4	FRMLDUW
CORNELL COLLEGE		IIB	2	2	3		30.4	24.9	20.4	----	25.7	17.	3	30.1	FRMLDWO
DES MOINES AREA COMM COLL		IV				3				21.7	21.7	21.	2	26.2	FMLDUW
DIVINE WORD COLLEGE		IIB			5		----		17.1		18.1	22.	1	22.0	FRMT
DORDT COLLEGE		IIB	4	3	2	1	26.4	24.2	21.2	19.2	23.4	26.	1	29.5	FRMLDW
DRAKE UNIVERSITY		IIA	5	5	5	4	29.8	24.3	20.6	17.5	25.8	19.	3	30 7	FRMLD
CLINTON COMMUNITY COLLEGE		IV				4				20.1	20.1	20.	2	24.2	FRMLDWO
MUSCATINE CMTY COLLEGE		IV				4				20.2	20.2	20.	2	24.3	FRMLDWO
SCOTT COMMUNITY COLLEGE		IV				4				18.5	18.5	21.	2	22.4	FRMLDWO
ELLSWORTH CMTY COLLEGE		IV				3				21.6	21.6	22.	2	26.2	FRMLDUW
GRACELAND COLLEGE		IIB	5	4	4		23.2	20.1	17.6	----	20.3	14.	5	23.1	FRMLUW
GRAND VIEW COLLEGE		IIB	4	3	4		26.1	22.6	18.3	----	21.4	16.	5	24.9	FRMLW
GRINNELL COLLEGE		IIB	1	1	2		37.9	26.8	21.5	----	29.1	21.	2	35.2	FRMLDUW
IOWA CENTRAL CC		III		4	1	1	----	23.7	23.9	20.9	22.0	19.	3	26.2	FRMLDUW
IOWA LAKES CC		IV				3				21.3	21.3	20.	2	25.5	FRMLDW
IOWA STATE U SCI & TECHN		I	4	4	4	5	36.8	29.0	23.6	17.0	28.9	23.	2	35.4	FRMLDUW
IOWA WESLEYAN COLLEGE		IIB	5	5	5	5	19.7	16.0	15.6	13.6	16.1	17.	3	18.8	FRMDUW
IOWA WESTERN CMTY COLLEGE		III	4	4	4	5	26.6	22.8	20.3	15.0	19.2	8.	5	20.8	FRMLDW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
86.	89.	70.	50.	3.8	4.7	4.8	5.5	10	13	7	6	4	6	3		----	23.9	----	18.2	----	22.4	----	
83.	68.	6.		5.5	7.3	6.9	-----	22	17	10	2	2	5	6	2	----	----	21.3	----	----	----	19.3	----
95.	56.	13.						54	39	26	1	9	13	20	2	28.3	23.9	21.4	----	25.6	20.8	19.5	----
ALL	90.	61.						2	10	12		1	10	11	2	----	25.7	21.2		----	24.0	19.1	----
ALL	76.	3.		5.0	5.0	5.0	5.0	6	24	10	4	7	27	21	9	29.8	25.0	21.1	----	29.8	25.3	20.4	----
84.	66.	16.		4.9	5.3	5.2	-----	29	54	39	1	3	14	23		----	28.0	24.6	----	----	27.8	22.6	
ALL	ALL	69.	38.	3.0	3.0	3.1	2.4	10	17	9	2	3	4	7	6	----	----	21.8	----	----	----	20.3	----
ALL				4.4	4.0	7.6		12	22	4		3	8	7		----	24.7	----		----	25.0	----	
ALL	ALL							6	2						1	18.3	----						----
											13				16				23.0				17.8
			57.								45				15				18.8				18.0
99.	92.	26.	27.	7.4	9.4	9.3	8.1	265	236	252	43	21	36	99	21	35.1	27.2	23.0	19.7	32.4	25.5	20.6	17.2
ALL	91.	49.	19.	8.0	8.2	8.3	9.1	195	123	49	13	22	34	27	23	32.7	28.0	24.8	20.9	30.5	24.7	22.5	16.9
ALL	ALL				-----			7					1			29.9					----		
			86.								25				12				25.2				23.4
							9.5				5				11				----				----
			81.								18				29				22.4				17.9
			85.								71				59				29.8				26.1
86.	33.							5	4	5	6	2	2	5	2	----	----	----	----	----	----	----	----
				-----	-----	-----	-----	4	6	5	3		4	1	2	----	----	----	----		----	----	----
71.								14	7	11						18.9	21.3	18.6					
			87.				7.8				149				79				30.4				25.2
ALL	78.							413	142	188	26	19	35	31	5	50.4	32.9	28.7	----	43.7	33.0	27.9	----
99.	99.	9.	67.	10.1	10.1	11.0	8.4	988	475	147	5	52	84	100	1	44.3	31.1	28.0	----	38.8	28.2	24.5	----
ALL	97.	16.	31.	9.3	8.7	10.1	7.9	296	305	228	11	45	96	145	37	42.0	30.7	25.7	19.7	39.0	29.1	23.3	18.3
4.	91.	41.		4.2	4.8	5.5	5.6	193	154	92	30	27	40	40	34	31.1	25.7	22.5	16.1	28.8	24.8	21.6	16.0
87.	50.			4.4	4.9	6.7	-----	52	43	26		8	9	14		29.2	24.8	19.4		29.0	24.1	20.0	
ALL	73.	14.	56.					34	49	23	13	9	29	26	19	39.0	33.3	27.0	23.2	37.7	32.7	26.8	21.9
98.	85.	40.	11.	3.8	5.4	5.2	6.1	299	138	140	23	50	42	101	70	32.9	26.4	21.9	14.3	32.5	25.8	20.4	14.7
97.	85.	41.	7.	7.0	9.1	17.9	17.1	52	40	29	9	8	11	24	9	31.1	26.5	21.1	13.2	31.1	23.8	20.2	18.3
ALL	89.	44.						7	8	7	1		1	2	1	22.0	----	----	----		----	----	----
ALL	ALL	13.		6.4	6.8	6.8		48	31	30		2	8	22		----	29.2	22.5		----	27.9	21.7	
95.	92.			6.1	9.0	8.6		38	8	14		2	4	10		----	----	18.9		----	----	19.5	
ALL	80.			------	4.5	-----	-----	2	7	7			3	3	1	----	----	----			----	----	----
ALL								4	3							----	----						
97.	56.	8.		2.1	2.6	4.7	-----	30	11	6	1	6	7	6		22.1	19.8	17.6	----	22.1	18.4	16.8	
				5.0	7.8	10.0		11	11	10		1	6			----	22.5	19.8		----	20.3		
				------	------	------	------	4	3	2	1					----	----	----	----				
ALL	74.	11.		6.4	6.2	7.0	-----	19	22	13	4	2	1	6	4	----	----	20.0	----	----	----	16.5	----
ALL	ALL	43.		------		-----	-----	4	11	3	1	1	1	4	2	----	----	----	----	----	----	----	----
ALL	59.	9.		7.0	7.7	8.1	-----	11	19	14	2	2	10	20	8	----	24.4	20.3	----	----	23.3	20.1	----
98.	87.	46.	8.	4.8	4.7	4.2	5.5	245	113	106	15	40	39	69	24	32.0	25.8	21.4	17.2	30.7	24.5	19.9	14.9
ALL	96.	27.		4.6	5.1	4.1	4.2	25	21	28	7	6	3	5	8	31.3	----	----	18.5	30.2	----	----	14.7
96.	77.	5.	40.	6.6	7.1	10.1	-----	569	261	144	3	36	70	75	2	38.5	28.7	25.1	----	35.4	26.2	21.9	----
ALL	75.			------	------	5.2		2	5	4			3	7		----	----	----			----	----	
95.	95.	26.		3.5	3.2	4.2	6.3	33	83	80	4	5	22	36	6	----	27.8	22.2	----	----	25.5	20.0	----
95.	81.	21.	25.	3.7	5.7	5.4	4.0	131	150	92	1	20	69	108	7	37.2	27.9	23.3	----	32.7	24.8	20.1	----
ALL	83.			4.3	4.7	4.9		6	21	7		2	8	6		----	25.7	23.9		----	25.3	18.9	
ALL	86.			4.3	4.2	5.6	-----	19	41	23		2	9	18	1	----	29.0	21.4		----	27.2	21.6	----
97.	87.	19.		4.9	5.5	7.5	-----	28	55	18		1	12	9	3	----	27.7	22.2		----	25.5	22.3	----
96.	66.			4.9	5.6	6.2		22	22	12		5	10	15		----	24.9	19.0		----	24.4	18.2	
							7.2																
							5.8																
							6.1																
							5.0																
							6.5																
							5.3																
							4.3																
							5.4																
							5.4																
							4.6																
							5.8																
							7.5																
							4.9																
ALL	76.	10.		2.9	3.6	4.6	-----	20	19	12	4	2	2	8		----	----	18.6	----	----	----	18.2	
86.	17.	9.						4	3	7	2	3	3	4		----	----	----	----	----	----	----	
99.	91.	11.	4.	5.4	5.6	5.7	6.6	522	331	287	43	14	64	91	34	42.7	30.9	25.7	21.1	35.1	28.1	23.6	15.9
ALL	89.	32.		4.5	4.2	4.1	3.8	30	68	42	13	4	24	31	15	----	28.2	24.0	19.4	----	25.5	20.9	13.4
ALL	ALL	41.		------	4.6	4.2	-----	6	18	12			4	10		32.0	----	22.9			----	19.9	
91.	79.							35	26	15			2	1		37.5	----	----			----	----	
ALL	92.	24.		5.4	5.0	6.1	-----	11	9	11	2		3	6		25.3	----	22.3	----		----	18.8	
78.	71.	18.	20.	9.3	9.9	9.8	-----	10	19	34	3	8	9	33	2	36.8	28.4	22.1	----	33.3	27.6	21.9	----
					------		8.3	-----															
				-----	-----	-----	-----																
92.	89.	14.		4.7	2.0	13.3	-----	24	22	17	2	2	6	4	2	----	22.1	----	----	----	22.0	----	----
ALL	74.	20.						15	27	16	2		4	4	1	34.6	----	----	----		----	----	----
95.	83.	31.	13.	7.6	9.1	8.4	-----	49	51	32	4	6	12	39	4	30.8	26.3	23.6	----	30.3	24.6	20.8	----
99.	95.	7.		8.8	10.0	12.7	10.4	188	150	107	15	4	8	28	10	----	34.1	28.3	27.9	----	32.7	25.6	25.1
92.	90.	21.	16.	7.3	7.6	8.4	8.8	70	60	38	8	5	12	28	6	----	26.1	21.9	17.5	----	23.7	20.6	15.4
98.	82.	24.	2.	6.7	6.9	7.8	7.2	40	43	78	25	12	28	36	22	27.6	23.4	20.2	18.5	27.0	22.0	17.9	15.4
ALL	73.							5	10	14	5	3	5	9	8	----	----	19.7	----	----	----	21.1	----
ALL	96.	32.		8.2	8.4	9.0	9.5	16	18	11	1	1	7	11	5	----	25.9	22.0	----	----	25.8	20.4	----
60.	69.	12.							6	4	3	5	7	13	12		22.7	----	----	----	19.1	----	----
ALL	90.	10.		3.3	3.0	2.9	3.0	23	16	16	4	1	5	5	5	----	----	----	----	----	----	----	----
ALL	ALL			5.6	5.7	7.4	-----	26	11	11	2	2	3	6	2	----	----	20.7	----	----	----	19.7	----
							4.2				116				86				22.6				20.5
ALL				------	-----	-----		1		5				1		----		----				----	
81.	50.	8.						25	13	10	14	2	1	2	1	----	----	----	----	----	----	----	----
98.	71.	22.	8.		.1	.2		116	53	30	6	5	12	24	6	----	24.6	21.3	17.6	----	23.1	19.9	17.4
							4.5				21				13				21.1				18.4
							4.5				25				7				20.3				20.0
							4.5				39				29				18.7				18.3
							8.2				45				11				21.9				20.3
ALL	67.			4.0	4.0	4.8	-----	21	13	14	2	6	5	9	1	22.9	----	17.7	----	24.0	----	17.4	----
ALL	68.	8.						14	10	3		1	5	22	5	----	----	----		----	----	----	----
ALL	ALL			6.5	6.9	6.2	-----	38	21	22	3		8	7		37.9	27.1	21.6	----		25.9	21.0	
								4	6	13	24	1	2		13	----	----	23.9	21.2	----	----		20.4
							4.2				25				4				----				----
97.	93.	22.	4.		.8	.6	2.1	458	280	265	71	32	50	121	84	36.9	29.5	24.4	17.7	35.1	26.2	22.0	16.5
ALL	73.	9.		2.4	2.2	2.3	-----	5	11	6	5	2	4	5	3	----	----	----	----	----	----	----	----
ALL	ALL	ALL	ALL	4.5	4.5	4.5	4.5	10	27	20	28	1	5	16	28	----	----	20.3	17.6	----	----	20.3	12.4

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
IOWA (CONTD)															
LUTHER COLLEGE		IIB													
MARSHALLTWN CMTY COLLEGE		IV				3				21.1	21.1	22.	2	25.7	FRMLDUW
MARYCREST COLLEGE		IIB		4	4		----	20.5	18.8	----	19.5	14.	5	22.3	FMLDUW
MORNINGSIDE COLLEGE	22	IIB	4	4	4	3	25.4	20.5	18.7	16.3	20.3	19.	3	24.2	FRMLDUW
MOUNT MERCY COLLEGE		IIB		3	3	3	----	22.1	20.3	17.0	20.2	13.	5	22.9	FRMLDW
N IOWA AREA CMTY COLLEGE		IV				3				23.3	23.3	20.	2	28.0	FRMLDUW
NTHEST IA TECH INSTITUTE		IV				4				17.4	17.4	27.	1	22.2	FRMLDW
NTHWST IOWA TECH C		IV				4				18.7	18.7	25.	1	23.5	FRMLDUW
NORTHWESTERN COLLEGE		IIB	4	3	3	4	25.2	23.3	20.0	16.1	21.5	16.	4	25.0	FRMLD
OPEN BIBLE COLLEGE		IV								----	----	---	2	----	FMW
PALMER C OF CHIROPRACTIC		IIC	2	3	3	2	33.6	23.9	20.6	17.8	23.6	16.	4	27.2	FMLDUW
SAINT AMBROSE COLLEGE	LFD	IIB	3	2	1	1	28.9	25.6	22.4	20.0	24.3	17.	3	28.4	FRMLDW
SIMPSON COLLEGE		IIB	3	3	2	2	26.9	23.5	20.4	18.3	22.8	19.	3	27.2	FRMLDUW
SOUTHEASTERN CMTY COLLEGE	19	IV				3				21.4	21.4	24.	1	26.4	FRMLDUW
UNIVERSITY OF DUBUQUE		IIB	3	3	3		26.6	23.2	19.5	---	23.1	16.	4	26.7	FRMLDUW
UNIVERSITY OF IOWA		I	3	3	3	1	39.4	29.8	24.7	21.5	32.5	21.	3	39.5	FRMLDWO
UNIV OF NORTHERN IOWA		IIA	4	4	4	3	32.1	26.4	22.2	18.4	25.3	22.	2	30.9	FRMLDUW
OSTEO MED-HLTH U OF		IIC	1*	1*	1*		54.4	37.8	39.4	----	39.1	16.	4	45.4	FRMLD
UPPER IOWA UNIVERSITY		IIB			5		----	----	13.2	----	14.1	14.	5	16.1	FRMLDWT
WARTBURG COLLEGE		IIB	4	3	3		24.1	22.6	19.3	----	22.7	22.	1	27.5	FRMD
WARTBURG THEOL SEMINARY		IIC	3				26.6	----	----		24.9	19.	3	29.8	RML
WESTMAR COLLEGE		IIB	5		4	3	22.4	----	17.6	17.3	19.2	15.	4	22.1	FRMDW
WILLIAM PENN COLLEGE		IIB	5	5	5	4	20.6	18.7	17.1	15.4	17.9	27.	1*	22.8	FRMLDWT
KANSAS															
ALLEN CO CMTY JR COLLEGE		IV				4				19.8	19.8	12.	5	22.2	FMUW
BARTON CO CMTY COLLEGE		IV				4				20.4	20.4	14.	4	23.2	FMLUWT
BENEDICTINE COLLEGE		IIB	4	4	5	3	24.5	20.3	17.3	16.4	19.4	19.	3	23.1	FRMLDUWT
BETHANY COLLEGE		IIB	4	4	4		26.0	21.5	18.2	----	20.9	20.	2	25.2	FRMLDUW
BETHEL COLLEGE		IIB	5	5	5		21.3	19.2	16.2	----	18.4	22.	1	22.3	FRMLDUW
BUTLER CO CMTY COLLEGE		IV				3				21.4	21.4	13.	4	24.2	FMLUW
CENTRAL BAPTIST THEOL SEM		IIC					----	----			----	---	2	----	RMO
COFFEYVL CMTY COLLEGE		IV				4				18.4	18.4	22.	2	22.3	FRMUW
COLBY COMMUNITY COLLEGE		IV													
COWLEY CO CMTY COLLEGE		IV				3				22.7	22.7	19.	3	27.0	FMW
DODGE CTY CMTY COLLEGE		III													
EMPORIA STATE UNIVERSITY		IIA	5	5	3		29.3	24.6	22.5	----	25.4	18.	4	29.9	FRMLUW
FORT HAYS ST UNIVERSITY		IIA	5	5	4	4	28.8	24.2	21.0	17.8	23.9	18.	4	28.2	FRMDUW
FT SCOTT CMTY COLLEGE		IV				4				18.7	18.7	15.	4	21.4	FMUW
FRIENDS BIBLE COLLEGE		IIC			5		----		11.4		12.3	16.	4	14.3	FMUW
GARDEN CITY COMMUNITY C		IV				3				21.2	21.2	17.	3	24.8	FMLDUWO
HUTCHINSN CMTY COLLEGE		IV				3				23.1	23.1	12.	5	25.9	FMUW
JOHNSN CO CMTY COLLEGE		IV				2				26.1	26.1	13.	4	29.3	FMLDUW
KANSAS CITY KANS CMTY C		IV				3				22.7	22.7	17.	3	26.6	FRMLUW
KANSAS NEWMAN COLLEGE		IIB		5	5	4	----	17.3	17.0	14.9	16.5	10.	5	18.2	FRMDUWT
KANSAS ST U AGR & APP SCI		I	5	5	5	4	34.9	26.8	22.2	18.3	28.0	18.	4	33.0	FRMLDUW
KANSAS TECHNICAL INST	4	III		3	2		----	24.9	22.9	----	23.6	17.	4	27.5	FRMLUW
KANSAS WESLEYAN		IIB	5	5	5		28.1	15.2	15.7		16.5	16.	4	19.1	FRMLW
MCPHERSON COLLEGE		IIB													
MANHATTAN CHRSTN COLLEGE		IIC	5	5			17.0	15.2	----		15.7	29.	1	20.2	FRMLUW
MARYMOUNT COLLEGE KANSAS		IIB		5	5	5	----	17.6	14.8	12.1	15.4	11.	5	17.2	FRLDW
MID-AMERICA NAZARENE C		IIB	5	4	4	4	23.4	20.0	17.9	16.0	19.7	17.	3	23.1	FRMLDUW
NEOSHO CO CMTY COLLEGE		IV				3				21.7	21.7	14.	4	24.8	FMUW
OTTAWA UNIVERSITY		IIL	5	5	5		22.1	19.4	16.4	----	19.3	16.	4	22.4	FRMDW
PITTSBURG STATE UNIV		IIA	5	5	3		27.7	23.9	22.6	----	24.9	18.	4	29.3	FRMDUW
PRATT CMTY COLLEGE		IV				4				18.9	18.9	15.	4	21.8	FMLUW
SAINT JOHN'S COLLEGE		IIB		5	4	3	----	19.1	18.3	16.3	18.3	26.	1	23.0	FRMLUT
SAINT MARY COLLEGE		IIB				4	----	----	----	14.8	17.7	13.	5	19.9	FRMLUW
SAINT MARY PLAINS COLLEGE	PNA	IIB													
SEWARD CO CMTY COLLEGE	4	IV				3				21.3	21.3	12.	5	23.7	FMLDUW
SOUTHWESTERN COLLEGE		IIB	3	2	2	2	27.2	24.4	21.2	18.8	23.4	16.	4	27.2	FRMLDUWT
TABOR COLLEGE		IIB	5		5		21.2	----	17.1	----	17.7	21.	2	21.4	FRML
U OF KANSAS MAIN CAMPUS		I	4	5	3	5	37.2	26.9	24.2	16.9	31.3	17.	4	36.6	FRMLUW
WASHBURN U OF TOPEKA		IIB	1	1*	1	2	36.2	29.9	22.2	18.5	28.1	16.	4	32.7	FRMLU
WICHITA STATE UNIV		IIA	3	3	4	4	34.7	26.8	22.2	17.0	25.3	17.	4	29.5	FRMDUW
KENTUCKY															
ALICE LLOYD COLLEGE		III				5	----	----	----	12.0	13.2	26.	1	16.6	FRMLUW
ASHBURY COLLEGE		IIB	4	4	3	4	26.2	21.6	19.1	15.6	21.2	14.	5	24.1	FRMLW
ASBURY THEOLOGICAL SEM		IIC	3	3			27.8	24.8	----		25.7	20.	3	30.9	FRMWT
BELLARMINE COLLEGE		IIC	2	2	3		30.4	25.8	20.0	----	25.6	17.	3	29.8	FRMLDUWTO
BEREA COLLEGE		IIB	2	2	2	2	31.0	25.4	20.6	18.0	25.1	17.	3	29.5	FRMLDUWH
BRESCIA COLLEGE		IIB		3	3	3	----	22.6	19.6	16.4	20.0	14.	5	22.9	FRML
CAMPBELLSVILLE COLLEGE		IIB	4	5	5	5	24.7	19.6	16.4	14.4	18.4	16.	4	21.5	FRMW
CENTRE COLLEGE OF KY		IIB	3	3	3		29.0	23.6	19.9	----	23.7	23.	1	29.1	FRMLDUWT
CUMBERLAND COLLEGE		IIB	5	5	5	5	21.1	17.5	15.9	14.6	16.6	17.	3	19.4	FRMLDUW
DRAUGHON'S COLLEGE		IV				5				9.9	9.9	12.	5	11.1	FMLU
EASTERN KY UNIVERSITY		IIA	4	4	4	5	30.6	26.6	22.1	16.5	25.8	20.	3	30.9	FRMLDUW
GEORGETOWN COLLEGE		IIB	4	3	4		26.4	22.8	18.7	----	22.2	17.	3	26.0	FRMLD
KENTUCKY JR COLL OF BUS		IV								----	----	---	4	----	FMLU
KY CHRISTIAN COLLEGE		IIC	5	5			12.5	12.7	----		12.4	22.	2	15.1	FRMLW
KENTUCKY STATE UNIVERSITY		IIB	3	3	2	2	28.3	23.9	20.9	18.6	22.8	17.	3	26.8	FRML
KENTUCKY WESLEYAN COLLEGE		IIB	3	3	5	4	28.0	23.9	16.9	16.2	22.5	18.	3	26.5	FRMLDW
LEES JUNIOR COLLEGE		III	5				18.9	----	----	----	15.6	16.	4	18.1	FRMLW
LEXINGTON THEOL SEMINARY		IIC	4				24.3	----			24.0	19.	3	28.6	FRMW
LINDSEY WILSON COLLEGE		IV				5				16.8	16.8	12.	5	18.7	FRMLUW
MIDWAY COLLEGE		IV				5				14.1	14.1	14.	4	18.3	FRMW
MOREHEAD STATE UNIV		IIA	4	4	4	4	30.7	25.8	22.1	17.9	25.4	19.	3	30.3	FRMLUW
MURRAY STATE UNIVERSITY	20	IIA	4	4	4	3	31.0	26.7	22.1	18.6	25.7	23.	2	31.6	FRMLUW
NORTHERN KY UNIVERSITY		IIB	1	1	1	2	37.5	28.5	22.8	18.4	26.7	19.	3	31.9	FRMLDUW
PIKEVILLE COLLEGE		IIB	3	4	5		20.0	19.8	16.8	----	18.1	11.	5	20.1	FRMLDWT
SAINT CATHARINE COLLEGE	LFD	III				5				11.4	11.4	17.	4	13.4	FMUW
SPALDING COLLEGE		IIB	5	5	4	4	19.3	18.5	17.7	15.2	17.9	9.	5	19.5	FRMDWT
SULLIVAN JC BUSINESS		IV				5				14.8	14.8	10.	5	16.3	FM
THOMAS MORE COLLEGE		IIB	5	5	5	4	21.1	19.0	16.4	15.4	17.7	16.	4	20.4	FRMDW
TRANSYLVANIA UNIVERSITY		IIB	3	3	2		28.1	23.8	21.2	----	24.1	19.	3	28.7	FRMLDW
UNION COLLEGE	PNA	IIA													
UNIVERSITY OF KENTUCKY		I	3	3	4	1	39.3	29.6	24.1	21.7	31.4	18.	4	36.9	FRMLDUW
UNIV OF KY COMM COLLS		III	4	4	5	4	25.9	21.8	18.0	17.0	20.4	17.	4	23.9	FRMLDUW
UNIVERSITY OF LOUISVILLE		I	4	4	4	3	37.6	28.1	23.3	19.8	30.2	19.	4	35.9	FRMLDW
WATTERSON COLLEGE		IV				5				12.4	12.4	11.	5	13.9	FRMLDUW
WESTERN KY UNIVERSITY		IIA	4	4	3	3	32.0	26.3	22.5	18.8	27.3	22.	2	33.2	FRMLDUW
LOUISIANA															
CENTENARY C OF LOUISIANA		IIB	2	2	2	2	29.2	25.7	20.7	18.7	24.3	16.	4	28.2	FRMDW
GRAMBLING STATE U	1	IIA	5	4	4	4	26.7	24.8	21.3	17.5	22.7	3.	5	23.4	MLUW
LA STATE U AND A&M C	24	I	4	4	3	5	38.7	28.9	24.4	17.2	28.9	3.	5	29.6	MLW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
				5.1	13.1	5.7	5.0																
											30				16				21.9				19.6
ALL	73.	19.						1	9	11	2	1	6	15		----	19.6	18.7	----	----	21.9	18.9	
92.	78.	10.		2.2	2.1	3.3	1.5	13	21	16	5		2	5	4	25.4	----	----	----		----	----	----
ALL	ALL	43.						1	4	16	4	3	3	19	7	----	----	20.5	----	----	----	20.1	----
											61				19				23.7				21.9
			92.								39				32				17.9				16.9
											29				5				----				----
85.	92.	19.		4.2	5.5	10.7	-----	13	12	21	2			5	4	25.2	23.3	----	----			----	----
											4				1				----				----
								18	25	21	17	4	3	4	10	----	----	----	18.2	----	----	----	17.2
55.	91.	43.	ALL	6.0	7.2	6.2	-----	9	21	23	3	2	2	5	3	----	----	----	----	----	----	----	----
ALL	87.	25.		4.6	5.2	4.5	5.4	17	13	7	6		2	9	3	26.9	----	20.8	----		----	20.1	----
											60				19				21.5				21.1
83.	31.	8.		7.4	7.7	9.0	-----	16	13	6	2	2	3	7	2	----	----	21.0	----	----	----	18.2	----
ALL	94.	6.		.4	.7	1.2	2.2	419	243	153	12	32	69	101	14	39.8	30.4	26.0	23.7	34.4	27.8	22.7	19.7
ALL	94.	45.	2.	.1	.2	.4	.3	116	125	147	26	14	34	63	31	32.3	26.6	22.5	18.7	30.3	25.6	21.4	18.1
57.	35.	6.						6	18	29	4	1	8	5		----	39.3	----	----	----	----	34.6	----
75.	ALL	35.						3	2	12	2	1		5	3	----	----	----	----	----		----	----
ALL	83.	20.						25	9	14	1	2	3	11		----	----	20.4	----	----	----	17.6	
86.	75.			5.0	-----	-----		7	4	2				1		26.6	----	----				----	
ALL	50.	25.		3.2	-----	4.0	2.1	11	3	6	10	1	1	2	2	----	----	----	----	----	----	----	----
86.	92.	50.		4.7	4.2	5.2	8.1	6	10	4	5	1	2	2	4	----	----	----	----	----	----	----	----
											20				5				----				----
			76.								37				28				21.4				19.0
			80.				6.1																
ALL	77.	7.		8.0	9.8	8.3	10.1	8	12	11	5		1	3	3	24.5	----	----	----		----	----	----
ALL	80.	17.		5.9	7.0	7.3	-----	12	13	12	3		2	6	1	26.0	----	18.2	----		----	18.1	----
ALL	56.	6.		2.3	5.8	4.8		11	11	8	2		5	8		21.3	----	16.0	----		----	16.4	
			62.				7.3				40				36				24.3				18.2
ALL								3	2							----	----						
			86.				5.0				16				6				19.8				14.6
							6.2																
											26				8				22.9				22.1
				5.9	6.9	6.2	8.5																
ALL	96.	17.		2.0	2.3	3.5	-----	76	58	29	1	15	14	7	1	29.6	24.8	22.8	----	28.0	23.4	21.3	----
97.	90.	29.		2.5	2.4	2.6	3.7	57	48	37	13	9	15	21	15	29.0	24.5	21.4	17.8	27.8	23.4	20.4	17.8
							6.2				26				12				19.1				17.8
				-----			3.8	1		5				2		----		----				----	
			87.								38				23				22.0				20.0
			95.				4.8				65				28				23.9				21.4
											95				75				27.0				24.9
											47				47				23.7				21.6
ALL	25.							2	8	1	3	1	8	5	8	----	17.1	----	----	----	17.5	----	----
95.	82.	32.	6.	2.3	2.6	2.5	2.6	320	216	171	32	18	36	53	46	35.0	26.9	22.6	18.9	33.5	25.8	20.7	17.9
				-----	2.4	2.7	-----	5	8	19	2			2		----	24.9	----	----			----	
ALL	ALL							8	9	7			5	4		20.1	----	----			----	----	
				8.2	9.1	8.0	-----																
83.	71.			-----	-----	-----		6	5	1			2			17.0	----	----			----		
ALL	15.							2	7	8	3	1	6	7	8	----	18.1	15.3	----	----	17.1	14.2	----
22.				3.4	2.0	5.2	5.3	17	5	13	1	1	3	11	5	----	----	18.7	----	----	----	16.9	----
											17				15				24.4				18.7
ALL	89.	13.		5.6	6.3	5.9	-----	12	8	5	1		1	3	2	22.1	----	----	----		----	----	----
ALL	99.	38.	50.					56	41	28	1	8	20	9	1	27.8	24.6	23.6	----	26.7	22.0	19.5	----
											23				10				19.1				18.7
ALL	83.	18.						2	6	7	2			3	4	----	19.1	----	----			----	----
ALL	ALL			-----	-----	-----	5.2	2	2	2	5	2	1	3	3	----	----	----	----	----	----	----	----
											19				13				22.2				19.9
90.	71.							10	14	9	4		3	3	2	27.2	----	----	----		----	----	----
33.				2.5	-----	2.8	-----	6	2	8	4		2	5	1	21.2	----	----	----		----	----	----
ALL	93.	16.	15.	4.4	4.9	5.9	5.5	452	248	106	17	32	69	47	10	37.4	27.5	25.2	17.2	34.4	24.9	21.8	16.4
97.	72.	34.		6.9	7.1	8.7	7.4	53	40	33	8	6	14	26	15	36.0	30.1	22.1	20.6	37.4	29.2	22.4	17.4
ALL	93.	37.	4.		.1	.2	.4	101	112	135	18	5	23	78	29	----	27.2	22.8	17.9	----	25.0	21.1	16.4
								2	3	4	6	1	1		3	----	----	----	----	----	----		----
94.	92.	25.		6.1	6.5	7.2	-----	17	21	17	6	1	5	7	3	----	----	19.3	----	----	----	18.7	----
74.	50.	75.						19	12	4						27.8	24.8	----					
ALL	80.	11.		9.3	10.6	9.4	-----	26	14	12	2	8	6	15		31.4	25.6	20.7	----	27.1	26.1	19.4	
ALL	97.	21.		7.0	8.4	7.9	8.1	29	26	20	2	4	8	13	6	----	25.5	20.8	----	----	25.9	20.3	----
ALL	91.	40.						2	9	7	5	1	2	3	5	----	----	----	----	----	----	----	----
ALL	83.	38.						6	11	13	3	1	1	3	3	----	----	----	----	----	----	----	----
ALL	84.	6.		12.6	11.8	10.7	-----	15	18	12	3	3	1	6	1	----	----	20.5	----	----	----	18.8	----
ALL	78.	47.	47.	6.6	6.7	8.2	9.0	9	20	13	20	3	3	6	12	----	----	16.4	14.9	----	----	14.9	14.1
											6				7				10.3				9.5
94.	75.	56.		5.9	6.9	7.6	9.5	170	122	84	14	41	43	110	31	30.6	26.7	23.1	15.3	30.4	26.3	21.3	17.0
93.	85.	53.	20.	7.5	8.0	8.5	-----	12	18	9	1	3	9	6	4	----	23.0	18.7	----	----	22.4	18.9	----
											2				3				----				----
								9	4	1		1	2	1		----	----	----	----	----	----	----	
85.	74.	35.						17	19	29	3	3	8	11	12	----	24.4	21.4	----	----	22.6	19.7	----
ALL	90.	25.		7.1	7.2	7.2	-----	14	15	5	4		5	7	2	28.0	----	----	----		----	----	----
83.	40.	33.		10.0	-----	-----	-----	5	4	1	2	1	1	2	2	----	----	----	----	----	----	----	----
90.								9	1			1				----	----		----				
			25.								7				5				----				----
							6.8				9				25				15.8				16.2
93.	77.	47.	3.	6.5	7.1	6.7	7.5	90	49	51	12	7	12	43	17	30.8	26.0	22.6	18.6	28.6	25.2	21.6	17.3
96.	86.	22.						91	101	61	10	5	16	40	8	----	26.8	22.7	19.4	----	26.4	21.2	17.7
98.	92.	15.		7.8	8.2	8.2	-----	37	84	54	4	7	19	53	5	37.7	28.9	23.3	----	36.4	27.0	22.3	----
14.	27.							4	10	6	2	3	1	11	1	----	----	16.2	----	----	----	17.1	----
			38.								3				5				----				----
69.	75.	8.						5	5	2	3	8	15	10	8	----	----	----	----	----	----	----	----
											9				16				16.5				13.8
ALL	ALL	5.		12.4	10.4	11.8	-----	7	12	11	4			11	2	21.1	19.0	15.9	----			17.0	----
ALL	92.	35.		9.2	7.5	8.9	-----	15	9	11	4	2	4	6		----	----	21.3	----	----	----	21.1	
ALL	97.	3.		5.9	6.7	6.6	7.8	416	337	250	17	24	77	86	13	39.4	29.9	24.7	22.6	36.3	28.0	22.3	20.6
ALL	ALL			6.0	7.6	10.1	6.1	49	111	57	48	33	113	89	78	26.0	21.8	18.6	17.7	25.8	21.9	17.6	16.6
99.	86.	7.	8.	8.1	8.7	10.0	10.4	227	152	94	10	20	44	48	15	37.8	28.5	24.5	20.8	35.7	26.5	21.1	17.7
											17				22				13.6				11.6
95.	82.	33.						202	115	83	15	25	47	43	19	32.2	26.9	23.2	20.4	30.5	24.7	21.2	17.5
ALL	92.	11.		1.2	4.0	6.1	6.0	16	11	15	4	1	2	3	3	----	----	----	----	----	----	----	----
98.	84.	50.	21.	6.2	7.4	7.5	2.9	29	34	37	15	15	10	45	14	26.3	24.9	21.7	17.5	27.5	24.3	20.9	17.4
96.	88.	6.		.4	.9	1.9	1.6	425	311	292	106	25	49	85	128	38.9	29.0	24.9	17.9	35.2	28.2	22.6	16.5

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
LOUISIANA (CONTD)															
LA STATE U ALEXANDRIA		III	4	4	3	3	26.9	22.8	20.4	17.6	21.5	4.	5	22.3	MLW
LA STATE U EUNICE		III			3	2	----	----	21.2	19.7	21.3	3.	5	22.0	MLW
LA STATE U SHREVEPORT		IIB	2	2	2	1	30.2	26.3	22.0	20.0	25.3	4.	5	26.2	MLUW
LOUISIANA TECH UNIVERSITY		IIA	3	4	3	3	32.6	25.9	22.5	18.8	26.9	4.	5	28.0	M
LOYOLA U IN NEW ORLEANS		IIA	2	2	1	3	35.7	29.1	24.1	19.0	28.4	17.	4	33.2	FRMLDW
NORTHEAST LOUISIANA U		IIA	3	2	3	1	34.9	28.6	22.9	21.7	26.4	2.	5	26.9	FML
OUR LADY OF HOLY CROSS C	22	IIB													
SAINT MARY'S DOMINICAN C	23	IIB													
SOUTHEASTERN LOUISIANA UNIV	1	IIA	5	4	3	3	29.2	26.6	23.0	18.1	25.3	3.	5	26.1	FMLW
SOUTHERN U A&M C MAIN CAM		IIA	5	4	5	4	29.1	24.7	20.6	17.9	23.1	2.	5	23.6	FML
STHN U SHREVEPORT-BOSSIER		III		4	4	2	----	23.4	18.5	19.3	19.9	6.	5	21.1	FML
STHN U IN NEW ORLEANS	1	IIB	3	2	2	2	28.8	25.3	22.0	18.1	23.7	2.	5	24.2	ML
TULANE U OF LOUISIANA		I	5	2	4	5	39.8	31.0	24.2	17.2	31.3	20.	3	37.4	FRMLU
UNIVERSITY OF NEW ORLEANS		IIA	1	1*	1	5	40.2	31.8	24.6	16.4	29.4	2.	5	29.8	MLW
U OF STHWSTN LOUISIANA		IIA	2	2	1	2	35.2	28.7	24.2	19.8	27.3	3.	5	28.0	FMLW
MAINE															
ANDOVER COLLEGE		IV				5				12.1	12.1	24.	1	14.9	FRMLDUW
BATES COLLEGE		IIB	1*	1*	1	1	38.5	30.0	23.5	20.7	29.2	19.	3	34.8	FRMLDUWT
BOWDOIN COLLEGE		IIB	1*	1*	1	1	42.1	31.1	23.1	20.6	31.9	22.	1	38.9	FRMLDWT
COLBY COLLEGE		IIB	1*	1	1		40.7	29.5	22.7	----	29.9	20.	2	35.8	FRMLDWTHO
COLLEGE OF THE ATLANTIC		IV				3				21.2	21.2	20.	2	25.4	FRMLUW
HUSSON COLLEGE		IIC	5	4	5		20.8	19.2	16.7	----	19.0	15.	4	21.8	FRMLDUW
MAINE MARITIME ACADEMY		IIC	3	3	3		26.3	23.5	20.0	----	22.0	12.	5	24.7	FMLWO
SOUTHERN ME VOC TECH INST		IV				3				21.3	21.3	5.	5	22.3	MUW
THOMAS COLLEGE		IIC			3		----	----	20.5	----	21.4	14.	4	24.3	FRMLW
UNITY COLLEGE		IIB			5		----	----	15.0	----	15.2	24.	1	18.9	FRMDUW
U OF MAINE AT AUGUSTA	25	III	4	4	5		26.0	22.7	16.2	----	21.2	19.	3	25.2	FRML
U OF MAINE AT FARMINGTON	25	IIC	3	3	3		29.0	23.2	19.1	----	23.1	20.	3	27.7	FRML
U OF MAINE AT FORT KENT	25	IIB		4	4		----	22.1	17.5	----	21.1	19.	3	25.0	FRML
U OF MAINE AT MACHIAS	25	IIB	3	3	4		27.0	23.4	18.8		22.5	19.	3	26.9	FRML
U OF MAINE AT ORONO	25	IIA	4	4	5	5	32.2	24.8	20.0	13.9	25.3	18.	4	29.9	FRML
U OF ME AT PRESQUE ISLE	25	IIB	3	3	4	5	27.2	23.8	18.7	14.3	21.7	19.	3	25.8	FRML
U OF SOUTHERN MAINE	25	IIA	4	4	5	5	31.9	25.7	20.2	16.7	25.4	19.	3	30.2	FRML
MARYLAND															
ALLEGANY CMTY COLLEGE		III	3	4	4	3	27.6	23.4	19.6	17.4	20.5	30.	1*	26.8	FRMDUW
BALTIMORE HEBREW COLL		IIC					----	----		----	23.8	16.	4	27.7	FMLDW
BOWIE STATE COLLEGE		IIB	1	1	1		33.6	29.3	22.2	----	27.2	20.	2	32.7	FRM
CAPITOL INST TECHNOLOGY		IIC			3		----	----	20.6	----	22.9	18.	3	27.0	FRMLDUW
COLLEGE OF NOTRE DAME MD	LFO	IIB	3	2	3		26.7	24.8	20.2	----	22.7	13.	5	25.5	FRMUW
CMTY COLLEGE OF BALTIMORE		III	1	2	2	2	33.4	27.1	22.0	19.1	25.4	26.	1	32.2	FRM
COPPIN STATE COLLEGE		IIB	1	1	1	3	33.6	28.7	23.3	17.3	27.2	23.	1	33.5	FRMUW
EASTERN CHRISTIAN COLL		IIC													
ESSEX COMMUNITY COLLEGE		III	1*	1	1	2	36.8	29.5	24.9	19.7	29.4	39.	1*	40.9	FRMLW
FROSTBURG STATE COLLEGE		IIA	4	4	4	4	32.0	26.1	21.8	18.0	25.1	19.	3	29.9	FRMW
GOUCHER COLLEGE		IIB	1	2	2	3	32.8	25.4	20.6	16.5	24.6	23.	1	30.2	FRMLDUW
HAGERSTOWN JUNIOR COLLEGE	4	IIC	3	3	3		26.9	23.9	19.9	----	23.6	14.	4	26.8	FRMLDW
HARFORD COMMUNITY COLLEGE	4	IIC	2	2	2	3	32.9	28.6	21.9	16.2	25.0	19.	3	29.6	FRMLDUW
HOOD COLLEGE		IIA	5	5	5	5	29.9	24.2	19.9	16.1	23.0	18.	4	27.2	FRMLDUW
HOWARD COMMUNITY COLLEGE		IIC	2	2	2	2	35.4	29.6	23.5	18.4	26.6	29.	1	31.7	FRMLDW
JOHNS HOPKINS UNIVERSITY		I	1	1	3	2	48.2	33.5	24.8	20.6	38.7	23.	2	47.5	FRMLDUWT
LOYOLA COLLEGE		IIA	1	1	1		38.3	31.5	26.0	----	29.7	18.	4	35.0	FRMLDUW
MARYLAND C ART AND DESIGN		III					----	----	----	----	----	---	5	----	FRMUW
MONTGOMERY C GERMANTOWN		III	2		2		32.5	----	22.4	----	27.8	28.	1	35.7	FRMLD
MONTGOMERY C ROCKVILLE		III	1	1	1	2	35.7	30.3	25.0	20.1	31.5	28.	1	40.2	FRMLD
MONTGOMERY C TAKOMA PARK		III	1	1	2		35.5	29.6	23.1	----	30.6	28.	1	39.1	FRMLD
MORGAN STATE UNIVERSITY		IIA	2	3	2	4	36.2	27.6	23.3	17.5	27.5	25.	1	34.3	FRM
MOUNT SNT MARY'S COLLEGE		IIB	2	3	4		29.6	23.4	18.6	----	21.8	16.	4	25.4	FRMLDUW
PEABODY INST OF JHU	26	IIC	4	5			23.0	8.6			18.7	24.	2	23.2	FRMLDUWT
PRINCE GEORGES CC		III	1	1	1	2	35.0	31.1	25.4	19.5	31.1	14.	5	35.6	FRMLDW
SAINT JOHN'S C MAIN CAM		IIB				1*				26.1	26.1	29.	1*	33.5	FRMLDT
SNT JOHN'S C SANTA FE NM		IIB				1*				24.6	24.6	27.	1*	31.4	FRMLDWT
SAINT MARY S COLL OF MD		IIB	2	2	3	2	31.8	27.3	20.2	17.8	23.9	19.	3	28.3	FRMUW
SALISBURY STATE COLLEGE		IIA	2	3	3	3	35.0	27.9	22.3	18.8	26.0	27.	1	33.1	FRM
TOWSON STATE UNIVERSITY		IIA	2	1	1	2	35.7	29.9	24.5	19.6	27.7	22.	2	33.9	FRMUW
UNIFORMED SERV U HLTH SCI		IIC	1*	1*	1		51.1	40.2	26.9	----	36.5	27.	1	46.4	FRMLDUWO
UNIVERSITY OF BALTIMORE	27	IIA	3	1	1		34.8	29.7	24.5	----	28.3	23.	2	34.6	FRM
UNIV MARYLAND-COLL PARK		I	3	3	4	4	41.3	30.0	24.2	17.9	30.6	26.	1	38.7	FRMUW
UNIV MARYLAND-BALTO PROF SCH		IIC	1*	1	1	2	45.9	34.5	27.6	19.5	31.8	26.	1	40.0	FRMUW
UNIV MARYLAND-EASTERN SHORE		IIB	2	1	1*	1*	31.7	28.2	26.5	21.7	26.7	25.	1	30.9	FRMUW
WASHINGTON BIBLE COLLEGE		IIC		4	5		----	19.3	14.0	----	16.9	18.	3	20.0	FMUW
WASHINGTON COLLEGE		IIB	2	2	3		31.7	25.5	20.0	----	25.5	18.	3	29.9	FRMUW
WASHINGTON THEOL UNION		IIC			5		----	----	16.8	----	18.6	3.	5	19.2	FRM
WESTERN MARYLAND COLLEGE		IIA	4	4	4		30.4	25.5	22.3	----	26.3	26.	1	33.2	FRMLDUWT
MASSACHUSETTS															
AMHERST COLLEGE		IIB	1*	1*	1		45.0	31.5	24.0		36.2	23.	1	44.6	FRMLDUWTHO
ANDOVER NEWTON THEOL SCH		IIC	3				26.3	----	----		23.5	23.	2	29.0	FRMLWTH
ANNA MARIA COLLEGE		IIB		4	3		----	21.7	19.1	----	20.4	19.	3	24.2	FRMLDUW
AQUINAS JC AT MILTON	LFO	IV				5				16.5	16.5	9.	5	18.0	FMUW
AQUINAS JC AT NEWTON		IV				5				17.0	17.0	7.	5	18.2	FRMW
ASSUMPTION COLLEGE		IIB	1	2	1		33.2	26.4	22.8	----	26.0	18.	3	30.7	FRMLDW
ATLANTIC UNION COLLEGE		IIB	5	5	4		19.4	18.4	17.7		18.7	16.	4	21.7	FRMUW
BABSON COLLEGE		IIC	1*	1	1*		45.8	34.9	30.0	----	36.3	20.	3	43.7	FRMLDUW
BAY STATE JR COLL OF BUS		III		4	4		----	22.9	19.2	----	21.3	13.	5	24.0	FMLDUW
BECKER JC-LEICESTER		III			4		----	----	19.1		21.7	24.	2	26.9	FRMLUW
BECKER JC-WORCESTER		III			4		----	----	18.5	----	20.4	22.	2	24.9	FRMLDUW
BENTLEY COLLEGE		IIC	1	1	1	1*	41.2	33.3	26.8	26.2	31.3	20.	3	37.4	FRMLDUWT
BERKLEE COLLEGE OF MUSIC		IIC				4				15.7	15.7	18.	3	18.6	FRMLDUW
BERKSHIRE CMTY COLLEGE		III			5	5	----	----	18.3	15.5	17.7	8.	5	19.1	FRMLUW
BLUE HILLS REG TECH INST	31	IV				2				26.5	26.5	8.	5	28.7	RML
BOSTON COLLEGE		I	2	2	1	1	43.1	32.5	26.3	22.1	33.4	21.	3	40.5	FRMLDUW
BOSTON UNIVERSITY		I	2	2	1	2	41.9	32.1	25.9	20.5	32.5	18.	4	38.4	FRMLDUW
BRADFORD COLLEGE		IIB		5	4		----	19.8	17.5	----	18.3	26.	1	23.0	FRMLDWT
BRANDEIS UNIVERSITY		I	1	1	3	3	46.0	33.5	24.8	19.0	35.5	22.	2	43.4	FRMLDUWT
BRIDGEWATER STATE COLLEGE		IIA													
BRISTOL COMMUNITY COLLEGE	4	III	3	4	3	3	28.7	23.3	21.3	17.8	23.2	6.	5	24.5	MLT
BUNKER HILL CMTY COLLEGE		III	3	4	3	4	27.2	23.1	20.9	17.1	21.9	8.	5	23.7	M
CHAMBERLAYNE JR COLLEGE		III			5	4	----	----	17.4	16.8	18.4	19.	3	21.9	FRMLDUW
CLARK UNIVERSITY		IIA	1	1	2		38.7	30.3	23.2	----	30.8	25.	1	38.3	FRMLDUWT
COLLEGE OF THE HOLY CROSS		IIB	1	1	1	1*	37.9	29.1	23.5	21.6	28.2	24.	1	35.0	FRMLDUWT
COLLEGE OUR LADY OF ELMS	LFO	IIB		3	3			23.5	19.0		20.2	18.	3	23.7	FRMWT
CURRY COLLEGE		IIB	4	3	3	3	26.1	23.8	19.8	17.0	21.5	16.	4	24.9	FRMLDW
EMERSON COLLEGE		IIA	1	2	1		37.6	29.5	24.8	----	29.9	25.	1	37.5	FRMLDT
EMMANUEL COLLEGE		IIB	2	3	3	3	29.1	23.4	19.4	17.5	22.8	24.	1	28.2	FRMLDUWO
EPISCOPAL DIVINITY SCHOOL		IIC	5				19.4	----			19.2	86.	1*	35.8	FRMLDWTH

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
ALL	92.	59.	7.	1.0		.5		12	7	15	3	2	6	14	11	-----	22.6	20.4	-----	----	23.1	20.4	-----
ALL	ALL	21.		-----	-----	.2	1.6	2	3	20	8		2	8	8	----	-----	21.2	20.6		----	21.1	18.7
95.	70.	40.		.2	2.6	1.6		31	32	29	2	6	5	24	6	30.3	----	22.7	----	29.5	----	21.1	----
96.	85.	47.		.1	.2	.4	.7	131	114	72	3	6	29	46	12	32.7	26.2	23.6	----	30.0	24.8	20.9	----
82.	71.	15.						38	78	42	6	7	14	24	4	35.8	29.4	24.5	----	35.2	27.9	23.4	----
97.	86.	40.			.2	.7	.2	63	91	78	26	8	13	46	61	32.9	29.0	23.4	33.7	50.1	25.6	22.0	16.5
				-----	-----	8.5	-----																
						.7	-----																
97.	89.	49.	3.					67	65	41	9	10	18	43	20	29.4	27.0	24.1	17.8	27.9	25.0	22.0	18.3
92.	80.	47.	30.					93	81	82	14	31	40	119	32	29.9	25.0	21.5	19.5	26.9	24.2	20.1	17.2
ALL	ALL	ALL	24.					2	3	8	6		3	8	11	----	----	21.0	19.3		----	15.9	19.3
95.	76.	53.						18	15	33	4	3	10	26	4	----	25.2	22.3	----	----	25.3	21.7	----
99.	79.	9.		10.2	9.5	9.5	7.9	145	109	100	7	10	17	39	14	40.2	31.4	25.0	18.2	34.1	28.2	22.1	16.7
98.	88.	11.		.8	.8	1.8	1.3	120	128	71	52	20	28	39	54	41.9	31.6	25.0	16.6	30.5	32.6	23.9	16.2
99.	86.	39.	8.	4.0	7.7	3.8	3.5	105	140	104	28	17	29	58	62	35.6	28.9	24.4	20.4	32.3	27.7	23.8	19.5
							5.0				4				3				----				-----
ALL	82.	11.		14.4	16.2	16.6	12.7	25	28	24	4	1	5	11	3	----	-----	23.8	----	----	----	22.8	----
ALL	ALL			9.3	10.5	11.9	-----	41	20	18	9	1	2	13	3	----	----	23.9	----	----	----	22.0	----
ALL	94.	2.		7.9	8.0	7.6	-----	34	30	33	4	4	5	12	1	----	----	23.1	----	----	----	21.8	----
											12				1				----				----
82.	55.							7	8	2		4	3	6	1	----	----	----		----	----	----	----
				-----	5.5	5.1	-----	6	15	16	3		1	1		26.3	----	----	----		----	----	
		75.					2.6				74				19				19.7				27.2
				-----	-----	10.9	-----	4	1	8	1		1	5		----	----	----	----		----	----	
				-----	-----	5.6	-----	4	3	7	1		1	2	1	----	----	----	----		----	----	----
ALL	94.							18	15	6		1	3	10	5	----	----	17.2		----	----	15.7	----
ALL	87.	13.						27	24	15	1		7	9	4	29.0	23.8	19.1	----		21.1	19.0	----
ALL	ALL	13.						3	5	7	1	1	1	1	1	----	----	----	----	----	----	----	----
ALL	63.	9.						5	9	8		1	7	3		----	23.5	----		----	23.2	----	
97.	93.	5.	4.					150	142	92	15	6	28	39	10	32.3	25.1	20.8	13.9	29.2	23.3	18.3	14.0
95.	85.	27.						15	11	11	1	4	2	4	8	----	----	----	----	----	----	----	----
96.	83.	13.						51	88	21	6	6	27	17	16	32.2	26.1	20.5	15.2	29.8	24.4	19.8	17.3
								7	12	12	5	3	3	14	15	----	----	20.4	----	----	----	19.0	----
ALL	ALL			-----	-----	-----	-----	3	3		1				1	----	----		----				----
77.	64.	38.		3.3	6.5	6.2	-----	19	18	21	3	11	7	18	2	34.2	29.3	20.9	----	32.7	29.2	23.7	----
				-----	-----	-----		5	3	5	1			1		----	----	----	----			----	
				9.5	8.1	7.9	-----	5	4	5	2	4	7	14	3	----	----	----	----	----	----	----	----
97.	86.	76.	35.					25	25	20	4	12	12	22	13	34.2	26.8	22.5	----	32.0	27.5	21.6	----
92.	59.	63.	7.					24	16	17	4	12	11	18	10	33.1	27.6	23.8	----	34.5	30.2	22.8	----
							1.5																
ALL	98.	91.	14.	5.2	5.8	5.3	5.7	45	37	24	10	14	19	21	11	37.4	29.4	25.5	20.0	34.8	29.6	24.2	19.5
98.	78.	41.	17.					46	37	47	13	6	4	12	16	32.0	----	22.1	18.3	32.0	----	20.5	17.7
93.	69.			4.1	5.9	7.8	1.2	20	7	11	2	7	6	24	9	33.7	25.9	20.3	----	30.3	24.7	20.8	----
ALL	85.	38.	ALL	3.9	4.3	3.6	-----	17	8	5		2	5	8	4	----	----	----	----	----	----	----	----
90.	ALL	69.	7.					7	22	13	4	3	14	13	11	----	28.3	22.6	----	----	29.1	21.3	----
ALL	67.	10.		6.0	6.2	6.1	6.6	10	6	13	3	8	21	17	6	29.6	24.6	19.7	----	30.3	24.0	20.0	----
				-----	7.1	7.8	9.9	5	7	9	2	2	4	10	7	----	----	24.1	----	----	----	22.8	----
92.	12.			6.0	6.7	6.3	20.1	263	78	86	6	15	15	33	14	48.4	33.8	24.6	24.6	44.2	31.6	25.5	18.8
73.	61.	31.		6.9	7.0	7.8	-----	28	46	53	3	2	5	18	2	----	----	26.3	----	----	----	25.1	----
					-----	-----	-----	1	1	1	1					----	----	----	----				
64.	20.			4.6	6.4	9.0		12	4	4		2	1	5	1	----	----	----		----	----	----	----
98.	78.	26.	13.	4.4	5.8	7.5	-----	82	36	27	3	31	29	20	5	35.7	30.6	25.4	----	35.6	29.9	24.5	----
93.	27.			4.3	6.0	7.6	-----	19	4	5	1	21	7	14	3	35.9	----	----	----	35.0	----	----	----
91.	72.	76.	40.					49	44	48	11	16	23	39	9	36.9	27.8	23.6	17.6	34.2	27.3	22.9	17.5
ALL	82.	10.		4.3	4.6	10.2	-----	10	19	21	1		3	9		29.6	----	18.8	----		----	18.3	
22.				15.4	11.1			36	11			18	12			26.0	8.5			17.0	8.8		
ALL	90.	26.		7.1	7.4	8.3	9.3	66	48	18	6	29	40	21	5	35.0	31.2	26.0	----	35.2	31.1	24.8	----
			66.								32				3				----				----
			66.				7.2				33				8				25.6				20.9
40.	33.							6	17	25	3	4	4	7	3	----	----	20.7	----	----	----	18.8	----
97.	88.	43.	14.					31	44	40	13	4	14	16	16	----	28.1	22.9	18.9	----	27.2	20.9	18.7
99.	92.	64.	48.	.7	.8	1.0	1.3	76	93	101	12	21	39	71	13	35.7	30.1	24.6	19.6	35.6	29.7	24.4	19.6
94.	72.							31	34	38	3	2	9	19	2	----	41.1	28.3	----	----	36.8	24.2	----
69.	56.	12.		2.6	3.6	5.1		23	21	34	2	3	4	16		----	----	25.7	----	----	----	21.9	
ALL	98.	12.						385	334	204	52	34	84	104	55	41.4	30.4	24.7	18.8	40.4	28.5	23.3	17.1
ALL	83.	15.	2.	5.7	4.1	5.0	3.6	57	71	44	4	9	10	74	49	47.0	35.2	33.1	----	38.6	29.7	24.4	----
ALL	ALL	32.	13.	-----	3.4	4.0	4.3	5	11	17	6	1	1	8	2	----	----	26.1	----	----	----	27.3	----
				-----	2.3	2.2		4	7	4	1			2		----	19.3	----	----			----	
ALL	ALL	42.		3.9	5.6	5.8	-----	15	18	14	1	3	4	5		----	----	----	----	----	----	----	
								1	5	9	2			1	1	----	----	----	----			----	----
ALL	96.	48.	50.	6.1	6.9	7.2	-----	27	23	14	1	1	5	7	1	----	----	22.2	----	----	----	22.4	----
ALL	90.			7.1	8.1	7.1		68	26	26		3	4	14		----	----	24.0		----	----	23.9	
ALL	ALL							10		2		1	2	2		----		----		----	----	----	
75.	90.	56.		-----	6.0	6.0	-----	3	5	4	1	1	5	5	4	----	----	----	----	----	----	----	----
															12								16.5
															21								17.0
ALL	93.	39.						17	23	25	3		5	8	2	33.2	----	23.3	----		----	21.3	----
83.								13	7	7		5	3	6		----	----	17.7		----	----	17.8	
76.	72.	13.		8.2	9.1	8.1		25	31	25	1		1	7		45.8	----	30.5	----		----	28.0	
ALL	ALL	60.						4	3	2	1		3	8	2	----	----	----	----		----	----	----
								2	3	6			1	1		----	----	----			----	----	
								4	3	2		1	2	11	3	----	----	----		----	----	----	----
85.	69.	1.						32	34	54	8	1	11	22	8	----	34.7	27.1	29.2	----	28.9	26.1	23.3
											157				3				----				----
ALL	ALL	18.						3	1	1	1	2	1	10	5	----	----	----	----	----	----	----	----
		75.									24				8				26.3				27.0
95.	98.	20.		6.3	7.2	8.0	7.2	120	163	78	6	19	61	39	16	43.4	33.3	27.6	25.7	40.9	30.3	23.6	20.8
91.	65.			7.4	8.3	9.9	8.5	294	202	192	21	40	67	117	39	42.3	32.4	26.6	21.4	39.3	31.3	24.8	20.0
								3	3	11	1		3	7	1	----	----	17.6	----		----	17.5	----
98.	95.			5.8	6.1	7.7	8.2	122	68	46	6	7	16	24	1	46.2	34.2	25.0	----	43.1	30.6	24.3	----
				1.5	8.5	10.6	-----																
96.	92.	60.						16	11	11	4	8	13	14	12	28.8	23.4	21.1	----	28.6	23.2	21.4	----
77.	55.							23	17	17	12	7	12	21	22	27.5	24.0	21.3	17.4	26.2	21.8	20.6	16.9
								2	1	5	5		2	3	5	----	----	----	----		----	----	----
98.	98.			5.4	5.0	4.0	-----	44	43	28	2	9	5	16	1	38.5	----	24.1	----	39.5	----	21.6	----
ALL	ALL	14.		8.6	8.4	8.7	-----	26	62	31	6		13	20	6	37.9	29.3	23.7	22.9		27.8	23.1	20.3
	63.	17.			6.0	6.0			5	5			3	18			----	----			----	----	
27.	19.							12	9	6	3	3	7	13	9	----	22.7	18.8	----	----	25.3	20.2	----
96.	42.	13.		11.0	11.0	11.4	-----	19	12	19	1	6	12	11	3	37.4	30.1	24.4	----	38.2	29.0	25.6	----
ALL	73.	7.		6.0	6.7	7.7	-----	7	9	4	1	3	17	11	5	----	25.1	----	----	----	22.6	----	----
ALL	ALL			10.0	-----			14				3	1			----				----	----		

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
MASSACHUSETTS	(CONTD)														
FISHER JUNIOR COLLEGE		IV				4				19.4	19.4	17.	3	22.7	FRMLDUW
FITCHBURG STATE COLLEGE	28	IIB	2	1	1	2	31.3	27.4	23.6	18.0	25.5	16.	4	29.5	FM
FRAMINGHAM STATE COLLEGE	28	IIA	4	4	2	2	31.8	25.8	23.3	20.1	26.4	6.	5	28.1	MUWT
GORDON COLLEGE		IIB	3	3	3		27.0	23.2	19.5	----	24.0	21.	2	29.0	FRMLDUWT
GORDON-CONWELL THEOL SEM		IIC	2				29.3	----	----		26.8	16.	4	31.2	FRMLDW
GREENFIELD CMTY COLLEGE		III	4	4	4	3	25.3	22.7	19.8	17.5	21.8	9.	5	23.6	MWT
HAMPSHIRE COLLEGE		IIB	1	1	2		35.8	27.5	21.3		26.4	19.	3	31.4	FRMLDUWT
HARVARD UNIVERSITY		I	1*	1	1	2	59.2	32.9	28.3	20.7	44.4	20.	3	53.3	FRMLU
HELLENIC COLL		IIC	2	2		3	30.6	28.3	----	17.1	25.5	11.	5	28.2	FMDW
HOLYOKE COMMUNITY COLLEGE		III	3	4	3	4	27.6	23.6	21.2	16.6	22.0	8.	5	23.9	MLW
LABOURE JUNIOR COLLEGE		III		4	3	3	----	21.3	20.5	18.7	20.1	18.	4	23.7	FRMLUW
LASELL JUNIOR COLLEGE	PNA	III													
LESLEY COLLEGE		IIC	3	3	3		27.1	24.3	20.3	----	23.1	16.	4	26.8	FRMDUWH
MASS BAY CMTY COLLEGE		III	3	3	4	4	28.1	24.3	20.1	16.7	22.7		5	22.7	
MASS COLLEGE OF ART	28	IIC	2	2	2		31.4	25.4	22.1		26.6	8.	5	28.5	MUW
MASS C PHAR-HLTH SCI		IIC	3	3	3		28.5	23.5	19.8	----	22.8	17.	3	26.7	FRMLDUW
MASS INST OF TECHNOLOGY		I	1*	1*	1*	1	52.1	36.9	29.3	22.5	42.7	26.	1	53.8	FRMLDUWT
MASS MARITIME ACADEMY	28	IIC	2	2	2		29.4	27.2	24.6	----	27.1	6.	5	28.7	MLT
MASSASOIT CMTY COLLEGE		III	3	4	4	4	27.7	23.9	19.6	15.6	22.5	5.	5	23.6	M
MERRIMACK COLLEGE		IIB	1	1	1		33.2	27.5	22.1		25.7	20.	2	31.0	FRMLDT
MIDDLESEX CMTY COLLEGE		III	4	4	3	3	26.1	22.3	20.8	17.9	20.8	8.	5	22.5	M
MOUNT HOLYOKE COLLEGE		IIB	1*	1*	1	1	40.2	30.4	23.8	19.0	30.5	25.	1	37.9	FRMLDUWTH
MOUNT IDA JUNIOR COLLEGE		III			5				13.7		13.7	18.	4	16.1	FRMLDUWO
MT WACHUSETT CMTY COLLEGE		III	3	3	3	3	27.7	24.3	21.8	17.1	23.3	7.	5	25.1	MD
NEW ENGLAND C OPTOMETRY		IIC	2	2	2	2	34.1	29.5	25.3	19.9	26.3	21.	2	32.0	FRMLDWT
NEW ENGLAND CONS OF MUSIC		IIC				1				22.8	22.8	16.	4	26.4	R
NEW ENG INST APP ARTS-SCI		IIC					----				----	----	4	----	FRMLDUW
NEW ENGLAND SCH OF LAW		IIC	1	2	1		36.7	30.3	27.1		33.1	20.	3	39.8	FRMLDUW
NORTH ADAMS STATE COLLEGE	28	IIB	2	2	1	2	31.5	25.9	24.0	18.3	25.6	8.	5	27.5	MLT
NORTH SHORE CMTY COLLEGE		III	3	3	4	3	28.7	24.1	20.4	18.1	22.7	9.	5	24.8	MUW
NORTHEASTERN UNIVERSITY	5	I	2	1	1	5	42.6	32.5	26.1	16.2	32.0	20.	3	38.3	FRMLDUW
NTHN ESSEX CMTY COLLEGE		III	3	4	3	3	27.8	23.8	21.1	18.4	22.9	10.	5	25.1	MT
PINE MANOR COLLEGE	7	IIB									26.4	24.		32.9	FRMLDUWT
QUINSIGAMOND CMTY COLLEGE		III	3	4	3	3	27.6	23.5	20.6	17.5	23.0	7.	5	24.6	MW
REGIS COLLEGE		IIB	2	2	3		31.2	24.3	20.1	----	23.5	17.	3	27.4	FRMLUW
ROXBURY COMMUNITY COLLEGE		III	4	3	4	1*	24.9	25.3	20.1	29.2	23.5	11.	5	26.0	MUWT
SALEM STATE COLLEGE	28	IIA	3	3	3	4	32.9	27.4	22.7	18.1	27.0	6.	5	28.6	MLT
SIMMONS COLLEGE		IIA	1	2	1	1	37.9	29.3	24.2	21.2	29.4	19.	3	35.3	FRMLDUWO
SIMON S ROCK/BARD COLL		IIB				1				20.3	20.3	18.	3	24.0	FRMLDUWT
SMITH COLLEGE		IIA	1*	1	1	2	41.7	31.3	24.4	19.2	32.8	23.	2	40.3	FRMLDUWTH
STHESTN MASS UNIVERSITY	28	IIA	5	5	5		27.7	20.5	17.4		23.4	9.	5	25.5	MLUWT
SPRINGFIELD COLLEGE		IIA	3	4	4	5	33.8	25.3	21.4	14.2	25.8	23.	2	31.7	FRMLDUWT
SPRINGFIELD TECHNICAL CC		III	3	3	3	3	28.0	24.5	21.9	18.6	23.3	7.	5	24.9	MW
STONEHILL COLLEGE	LFO	IIB	2	3	2		30.5	24.3	21.3		24.9	21.	2	30.0	FRMLDW
SUFFOLK UNIVERSITY	29	IIA	1	1	1	2	37.8	30.1	25.6	19.6	31.3	16.	4	36.4	FRMLDUW
SWAIN SCHOOL OF DESIGN		IIC													
TUFTS UNIVERSITY		I	2	1	1*	2	44.8	33.6	29.2	21.1	35.0	20.	3	42.1	FRMLDUWT
U OF MASS AMHERST CAMPUS		I	3	2	2	1	39.3	31.3	25.6	21.9	33.8	5.	5	35.4	ML
WELLESLEY COLLEGE		IIB	1*	1*	1*	1*	48.4	33.3	27.7	22.1	34.5	27.	1*	43.7	FRMLDUWT
WESTERN NEW ENG COLLEGE		IIA	1	1	1	2	36.4	30.3	26.1	19.6	30.0	20.	3	36.0	FRMLDUW
WESTFIELD STATE COLLEGE	28	IIC	2	2	2	2	30.8	25.9	23.0	19.7	25.5	7.	5	27.2	MLUW
WHEATON COLLEGE		IIB	1	1	1		36.7	28.4	22.7	----	29.5	18.	3	34.9	FRMLDUWT
WHEELOCK COLLEGE		IIC	2	3	3		32.3	23.7	19.2	----	24.0	19.	3	28.4	FRMLDW
WILLIAMS COLLEGE		IIB	1*	1*	1		44.6	34.2	24.8	----	33.9	26.	1	42.7	FRMLDUWTHO
WORCESTER JUNIOR COLL		III					----	----	----	----	18.8	17.	4	22.8	FRML
WORCESTER POLY INSTITUTE		IIC	1	1	1	2	42.0	33.2	27.1	17.9	34.0	19.	3	40.6	FRMLDUWT
WORCESTER STATE COLLEGE	28	IIB	2	1	1*		30.7	28.1	24.4	----	27.7	9.	5	30.0	MLUW
MICHIGAN															
ALBION COLLEGE		IIB	1	1*	2	3	37.2	30.1	21.7	17.2	28.5	22.	1	34.9	FRMLDUW
ALMA COLLEGE		IIB	2	2	3		30.7	24.4	19.3	----	25.6	25.	1	31.9	FRMLDUW
ALPENA COMMUNITY COLLEGE		IV				2				26.9	26.9	20.	2	32.3	FMLDWTO
AQUINAS COLLEGE		IIB	2	1	2	1	32.2	26.7	21.8	19.9	25.3	19.	3	30.0	FRMLDW
CALVIN COLLEGE		IIB	2	2	1	2	30.6	26.6	22.9	17.8	27.6	24.	1	34.2	FRMLDUW
CALVIN THEOLOGICAL SEM		IIC	2				31.7	----	----		29.0	13.	5	32.8	FRMLDUW
CTR FOR CREATIVE STUDIES		IIC	4	3			24.6	22.6	----	----	22.9	20.	3	27.4	FRMLW
CENTRAL MICH UNIVERSITY		IIA	2	1	1	1	36.2	29.8	25.1	20.6	29.8	26.	1	37.7	FRMLDUW
CHAS S MOTT CMTY COLLEGE		IV				1				31.3	31.3	18.	3	34.8	FMLDUWO
CONCORDIA COLLEGE		IIB	4	3	4		26.3	23.3	18.6	----	21.3	21.	2	25.9	FRMD
CRANBROOK ACADEMY OF ART		IV				4				20.7	20.7	22.	2	25.2	FRMLDWT
DAVENPORT COLLEGE OF BUS		IV				2				24.7	24.7	22.	2	30.1	FRMDW
DELTA COLLEGE		III	1*	1	1	1	36.2	32.0	26.8	22.6	30.2	14.	5	34.4	FMLDUW
DETROIT BIBLE COLLEGE		IIC					----	----	----	----	20.3	19.	3	24.1	FRMLWT
DETROIT C OF BUS ADMIN		IIC				1				22.6	22.6	17.	3	26.4	FRMLDUW
EASTERN MICH UNIVERSITY		IIA	3	2	1	2	33.3	28.4	24.6	20.3	29.0	26.	1	36.4	FRMLDUW
FERRIS STATE COLLEGE	1	IIB	2	1	1	1*	31.9	27.4	24.3	21.6	26.4	26.	1	33.2	FRMLDUW
KALAMAZOO VALLEY CC		IV				1				28.1	28.1	16.	4	32.6	FMLDUW
GLEN OAKS CMTY COLLEGE		IV				3				22.0	22.0	16.	4	25.5	FMDW
GOGEBIC COMMUNITY COLLEGE		IV				3				21.7	21.7	19.	3	25.7	FML
GRAND RAPIDS BAPT C & SEM		IIB	5	5	5		21.6	19.6	16.3	----	18.3	21.	2	22.2	FRMLW
GRAND RAPIDS JR COLLEGE		IV				1				28.2	28.2	12.	5	31.4	FMDUW
GRAND VALLEY ST COLLEGES		IIA	3	3	2		33.0	27.7	23.2		26.8	25.	1	35.8	FRMLDUW
HIGHLAND PK CMTY COLLEGE		IV				1				30.8	30.8	23.	1	37.9	MLO
HILLSDALE COLLEGE		IIB	1	1	2		35.0	27.2	21.4	----	26.5	23.	1	32.6	FRMLDUW
HOPE COLLEGE		IIB	2	2	2	2	30.2	24.4	21.9	18.7	25.9	23.	1	32.0	FRMLDW
KALAMAZOO COLLEGE		IIB	1	1	2		34.5	26.9	21.4	----	28.8	30.	1*	37.3	FRMLDUWT
KIRTLAND CMTY COLLEGE		IV				3				20.9	20.9	27.	1	26.5	FMLDUW
LAKE MICHIGAN COLLEGE		III	3	4	2	2	27.6	23.7	22.1	18.9	22.9	29.	1	29.5	FRMLDWT
LAKE SUPERIOR ST COLLEGE		IIB	3	3	3	3	27.8	24.3	20.1	16.7	23.0	24.	1	28.6	FRMLDUW
LANSING COMMUNITY COLLEGE		III	3	3	2	1	27.4	25.5	22.7	20.4	24.7	18.	4	29.1	FMLDW
LAWRENCE INST TECHNOLOGY		IIB	1	1	1*	1*	33.5	29.6	25.1	21.6	27.4	21.	2	33.0	FRMLW
LEWIS C BUSINESS		III			1	3			25.7	17.9	21.5	11.	5	23.9	FDWT
MACOMB CO CC		IV				1				31.4	31.4	19.	3	37.2	FMLDW
MADONNA COLLEGE		IIB	3	3	3	2	27.2	24.1	19.8	17.5	20.2	11.	5	22.5	FRMLD
MERCY COLLEGE OF DETROIT	LFO	IIB	3	3	3	3	27.6	22.5	19.1	16.6	21.3	19.	3	25.3	FRMLDUW
MICH CHRISTIAN COLLEGE		III			5			----	17.3	----	17.8	13.	5	19.1	FMLDWT
MICHIGAN STATE UNIVERSITY	3	I	4	4	3	3	38.7	29.0	24.8	19.6	32.9	23.	2	40.5	FRMLD
MICHIGAN TECHNOLOGICAL U		IIA	1*	1	1	2	41.8	31.3	26.1	20.3	31.5	23.	2	38.8	FRMLDUW
MONROE CO CMTY COLLEGE		III	1	1*	1*	1*	34.8	32.1	30.2	26.6	31.3	18.	4	37.0	FMLDW
MUSKEGON CMTY COLLEGE		IV				1				30.0	30.0	17.	3	35.2	FMLDW
NAZARETH COLLEGE		IIC	3	3	4		27.6	22.3	18.1	----	20.9	11.	5	23.1	FRMLUW
NORTHERN MICH UNIVERSITY		IIA	3	3	2	3	33.0	27.3	23.9	18.6	28.2	28.	1	36.1	FRMLDUW
NORTHWESTERN MICH COLLEGE		III	2	2	2	3	33.3	27.7	22.3	18.4	24.5	15.	4	28.3	FMLDW
OAKLAND UNIVERSITY		IIA	2	3	3	1	36.1	27.3	22.9	20.7	28.3	28.	1	36.2	FRMLDUW
OLIVET COLLEGE		IIB	5	5	5		21.8	18.3	15.6	----	17.8	16.	4	20.6	FRMLDUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY (CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
											2				18				----				----
ALL	97.	66.		9.5	7.2	11.4	8.7	40	39	49	15	10	21	39	20	31.5	27.9	24.4	19.1	30.3	26.5	22.7	17.2
	98.	97.	81.	11.				33	23	26	7	22	10	26	12	32.6	26.1	23.4	22.0	30.6	25.2	23.2	19.8
	92.	33.	8.					24	10	7	1	1	2	5	1	----	----	----	----	----	----	----	----
ALL	ALL	20.		9.4	-----	8.9		14	4	4				1		29.3	----	----				----	
ALL	81.	26.						17	13	13	1	2	3	6	9	----	----	20.1	----	----	----	19.0	----
				5.2	6.9	6.5		13	14	16		1	12	15		----	28.0	21.4		----	26.9	21.2	
	98.	1.	2.					510	118	206	19	24	29	68	18	39.5	33.2	28.4	19.4	52.6	31.8	27.9	23.3
	56.							9	6	3			1		7	30.6	----	----			----		17.1
ALL	94.	75.				.2		15	23	19	12	14	11	13	23	28.1	24.1	21.3	16.8	27.1	22.5	21.0	16.4
								1	4				2	12	11	----	----				----	20.5	18.7
	50.	18.						4	9	4		4	8	10	2	----	26.0	----		----	22.4	----	----
ALL	74.	14.						16	10	9	4	3	9	12	9	----	24.1	21.0	----	----	24.6	19.5	----
ALL	94.	44.						15	10	7		4	6	9		----	25.8	22.7		----	24.7	21.7	
	14.							7	18	5	3		4	6	1	28.5	----	----	----		----	----	----
ALL	58.			8.9	10.2	11.2	14.8	500	187	154	27	25	23	33	6	52.4	37.1	29.9	23.1	47.5	35.3	26.8	20.1
ALL	81.	59.						19	21	15	1			2		29.4	27.2	----	----			----	
	92.	76.	15.					28	25	16	9	9	8	18	11	28.3	24.3	20.3	15.7	25.7	22.4	18.9	15.6
ALL	ALL	18.						13	40	36		2	3	17		----	----	22.5		----	----	21.2	
ALL	80.	25.						10	6	13	11	6	4	11	24	27.0	----	21.1	18.7	24.6	----	20.4	17.6
	98.	87.	1.	6.7	7.2	9.9	-----	39	18	31	1	23	20	44	6	39.6	30.7	23.7	----	41.1	30.0	23.9	----
			17.							11				30				14.0				13.6	
ALL	ALL	78.			1.2	.2		18	12	10	7	4	1	8	6	----	----	21.9	17.3	----	----	21.6	16.9
	50.	17.						6	6	8	4			5	2	34.1	29.5	----	----			----	----
							8.5				45				6				22.7				23.7
								1				1				-----				----			
	81.	17.		6.5	-----	10.7		15	3	6		1	3	1		----	----	----		----	----	----	
ALL	ALL	70.	11.					24	23	20	13	5	4	7	6	----	----	25.0	18.7	----	----	21.1	17.3
ALL	80.	27.		3.3	3.7	4.0	4.0	25	20	14	9	5	10	19	23	----	24.6	21.5	18.3	----	23.2	19.5	18.0
	97.	83.	8.					186	194	176	28	12	66	81	16	42.7	33.1	26.9	15.8	41.6	30.8	24.4	16.7
ALL	ALL	38.						25	20	20	17	10	9	14	12	28.4	24.6	21.5	18.9	26.2	22.0	20.5	17.7
			64.								13				12				27.5				25.3
ALL	ALL	46.						21	11	13	6	8	9	15	8	27.5	23.9	21.6	18.2	27.9	23.1	19.7	16.9
ALL	ALL	26.		12.3	13.1	14.1		4		4	1	11	18	15	4	----	----	----	----	----	24.3	----	----
	57.							6	10	12	6	1	2	13	3	----	----	20.2	----	----	----	20.0	----
	99.	96.	73.					76	54	51	8	18	21	41	15	33.0	28.2	23.4	18.2	32.4	25.5	21.9	18.0
	96.	76.	9.					28	22	11	5	20	27	42	7	38.1	29.7	22.7	----	37.7	28.9	24.6	----
											23				7				20.9				18.4
	98.	88.	4.	9.5	9.0	10.0	8.5	79	45	39	4	24	28	38	10	42.1	31.3	24.4	----	40.7	31.4	24.5	----
	97.	88.	23.					130	64	32		21	25	24		28.1	20.9	18.2		24.9	19.5	16.4	
ALL	98.	68.						30	32	13	9	6	18	9	6	34.8	26.1	23.1	14.4	29.0	22.4	18.9	13.8
ALL	87.	53.						37	24	27	12	8	14	22	28	28.3	24.9	22.3	18.6	26.9	23.7	21.3	18.5
ALL	93.			6.7	7.0	9.7		16	34	18		3	8	5		-----	24.5	----		----	23.5	----	
	77.	22.		7.3	8.0	7.9	9.7	80	46	42	6	8	12	21	6	38.2	30.6	25.9	19.6	34.1	28.2	24.8	19.6
				-----	-----	31.6	23.4																
	92.	83.		7.2	9.5	9.2	8.6	112	97	94	4	11	35	37	5	45.0	34.6	30.7	----	42.5	30.8	25.5	----
	98.	78.	10.	22.				552	300	121	12	46	68	60	6	39.5	31.6	25.8	21.6	36.8	29.9	25.0	22.4
ALL	98.	1.		10.4	10.9	11.5	13.1	29	20	47		34	23	36	8	48.3	32.5	28.2		48.5	34.0	27.2	22.1
	97.	61.	6.					30	38	36	6	3	6	11	4	-----	30.4	26.9	----	----	29.5	23.5	----
ALL	94.	54.						27	43	46	8	10	10	15	4	31.6	26.2	23.7	----	28.8	24.7	20.8	----
ALL	86.			7.8	8.9	8.9	-----	25	6	11	1	13	8	26		36.9	28.6	23.8	----	36.3	28.2	22.3	
ALL	92.			7.5	7.5	-----		4	2			2	11	8	1	----	----			----	----	19.2	----
ALL	ALL			7.6	9.7	11.5		70	22	50	1	2	4	24		----	----	24.1	----	----	----	23.7	
								5	4	2	4				1	----	----	----	----				----
	97.	76.	8.	8.3	6.7	7.1	-----	64	65	40	4	1	3	8	2	----	----	27.6	----	----	----	24.3	----
ALL	ALL	91.	20.					48	29	36	2	19	12	18	3	31.0	29.1	24.5	----	29.8	25.8	24.1	----
ALL	89.	23.		4.8	4.5	4.7	3.7	32	27	25	5	8	1	15	5	37.8	----	22.0	----	34.9	----	21.1	----
	97.	ALL	20.	5.0	5.9	7.3	-----	29	14	11	2	1	5	4	1	----	----	----	----	----	----	----	----
											34				9				27.4				25.1
	78.	84.	18.					7	28	11	6	2	4	11		----	----	22.7	19.9	----	----	28.8	
	89.	30.	25.	4.3	5.7	6.1	8.7	102	39	22	8	11	5	10	6	30.6	-----	23.0	18.1	30.4	----	22.5	17.4
ALL	50.							12	4	1						31.7	----	----					
				4.3	6.9	-----	-----	16	14	2	3	3	3	1		----	----	----	----	----	----	----	
	97.	90.	49.	8.7	9.2	8.2	8.1	174	133	119	24	21	34	52	21	36.3	30.0	25.7	20.9	35.2	28.7	23.9	20.2
			87.								132				68				31.6				30.7
ALL	86.	24.						8	5	12	1		2	5		26.3	----	----	----		----	----	
							4.1				8								20.7				
											29				26				25.3				24.0
ALL	ALL	ALL		4.4	5.0	6.0	8.1	31	60	21	13	5	28	34	12	----	32.1	27.2	22.7	----	31.7	26.5	22.4
								3	4	3	2		1			----	----	----	----		----		
			75.				5.0				17				11				23.3				21.6
	98.	90.	46.	8.	13.5	13.8	13.8	12.5	215	104	79	13	45	42	62	12	33.8	28.9	25.5	21.2	31.4	27.2	23.5	19.3
	98.	82.	57.	52.					77	147	136	34	7	16	39	18	31.8	27.5	24.8	22.3	32.6	26.0	22.5	20.4
				83.								62				28			29.0				26.0
				ALL								19				5			----				----
												33				9			22.2				19.4
ALL	92.	52.							11	11	15			1	8	1	21.6	----	15.8			----	17.3	----
			94.				8.3				141				49				28.8				26.9
	95.	90.	52.	8.3	8.6	11.3		60	79	13		3	29	14		----	28.2	24.5		----	26.1	21.9	
							4.4				29				19				30.7				30.9
	73.	81.	22.					12	19	20		3	2	3	3	----	----	----		----	----	----	----
ALL	91.	8.		6.0	6.8	6.9	-----	42	45	26	3	1	11	12	4	----	26.5	22.3	----	----	26.3	21.2	----
ALL	85.	15.		2.1	3.4	5.4	-----	30	21	8	3	2	5	5	1	----	----	----	----	----	----	----	----
											14				5				----				----
								13	10	4	5	1	1	6	11	----	----	----	----	----	----	----	----
	95.	95.	72.					28	39	15	8	1	5	10	5	----	----	20.6	----	----	----	19.2	----
								29	38	23	11	10	17	16	6	28.0	25.9	23.2	20.5	25.9	24.7	21.9	20.3
	85.	77.	51.					13	28	28	6		2	7	2	33.5	----	25.5	----		----	23.8	----
										3	2			4	6			----	----			----	----
											222				88				31.5				31.2
	25.		3.					4	3	11	8	4	7	23	23	----	----	21.5	18.0	----	----	19.1	17.4
	77.	65.	22.	5.2	5.8	4.9	5.7	7	15	5		6	16	22	13	26.8	23.6	----		28.5	21.4	----	16.6
		ALL	13.						2	3	1			3	2		----	----	----				----	----
ALL	95.	9.						879	351	249	35	72	86	123	22	39.1	29.4	25.1	19.6	34.2	27.4	24.3	19.7
	94.	90.	34.	9.0	9.9	10.2	10.0	89	100	89	23		13	15	7	41.8	31.6	26.2	20.6		29.0	25.4	19.2
ALL	ALL	90.	50.					13	11	12	7	1		8	1	----	32.1	30.5	----	----		29.8	----
			89.				4.7				75				27				30.6				28.5
	83.	89.		-----	4.9	6.2	-----	1	4	1		5	5	11	4	----	----	----		----	----	----	----
	99.	95.	59.	3.	7.1	7.7	6.8	6.3	114	62	16	18	10	26	16	22	33.2	27.9	24.7	18.9	31.1	26.0	23.0	18.3
ALL	ALL	86.	50.		5.0	6.1	6.8	6.9	20	16	24	17	2	2	12	11	----	----	22.9	19.2	----	----	21.0	17.1
	96.	89.	1.	6.	5.8	7.2	7.4	8.2	90	107	48	12	6	17	32	20	36.5	27.8	24.0	20.8	30.8	27.7	21.2	20.6
	73.	56.	12.						11	7	11	1		2	6	1	21.8	----	15.8	----		----	15.3	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
MICHIGAN	(CONTD)														
REFORMED BIBLE COLLEGE		IIC													
SACRED HEART SEMINARY C	LFD	IIC					----	----		----	13.4	14.	4	15.2	FRMLDUW
SAGINAW VLY STATE COLLEGE		IIA	4	4	2	1	31.6	26.7	23.9	21.9	27.5	24.	2	34.2	FRMLDUW
SNT CLAIR CO CMTY COLLEGE		IV				2				26.3	26.3	16.	4	30.6	FMLDUW
SAINT MARY'S COLLEGE		IIB					----	----	----	----	16.0	16.	5	16.2	FMLU
SCHOOLCRAFT COLLEGE	3	IV				1				30.2	30.2	17.	3	35.5	FMLD
SIENA HEIGHTS COLLEGE	LFD	IIB		4	4			19.8	18.6	----	18.5	17.	3	21.6	FRMUW
SOUTHWESTERN MICH COLLEGE		IV				3				21.7	21.7	15.	4	25.0	FMLDUW
SPRING ARBOR COLLEGE		IIB	5	5	5		20.7	18.8	16.5	----	18.2	17.	3	21.2	FRMLDUW
SUOMI COLLEGE		IV				4				20.6	20.6	27.	1	26.2	FRMUW
THOMAS M COOLEY LAW SCH		IIC	1*	1*			51.2	41.9	----		45.2	15.	4	52.1	RMLDUWT
UNIVERSITY OF DETROIT		I	5	3	3	3	33.9	29.9	24.8	18.8	29.1	19.	4	34.5	FRMLDW
U MICHIGAN-ANN ARBOR		I	1	1	1	3	45.1	33.3	27.2	19.1	37.0	23.	2	45.3	FRMLDUW
UNIV MICHIGAN DEARBORN		IIA	3	4	4		33.7	25.5	22.3		26.4	26.	1	33.2	FRMLDW
U OF MICHIGAN-FLINT		IIB	1	1	1		34.5	28.4	23.4	----	26.8	26.	1	33.8	FRMLDUW
WALSH C ACCTY & BUS ADMIN		IIC					----	----	----		25.6	24.	2	31.8	FRMLDUWT
WASHTENAW CMTY COLLEGE		IV				1				32.4	32.4	17.	3	38.0	FMLD
WAYNE COUNTY CMTY COLLEGE		IV				1				29.1	29.1	23.	1	35.8	FMLDUW
WAYNE STATE UNIVERSITY		I	3	3	3	4	40.6	30.2	24.2	17.7	31.8	22.	2	38.7	FRMLDUW
WEST SHORE CMTY COLLEGE		IV				3				23.0	23.0	17.	3	26.9	O
WESTERN MICH UNIVERSITY		I	5	4	3	4	35.2	28.5	24.3	18.2	30.0	23.	2	36.8	FRMLDUW
WESTERN THEOLOGICAL SEM		IIC	4				21.3	----	----		19.9	55.	1*	30.8	FRMLDWH
WILLIAM TYNDALE COLLEGE		IIC					----	----	----	----	20.3	17.	3	23.7	FRMLW
MINNESOTA															
ANOKA-RAMSEY CMTY COLLEGE		IV				2				26.6	26.6	25.	1	33.3	FRMLUW
AUGSBURG COLLEGE		IIB	4	4	4	4	25.0	21.0	18.3	15.0	21.0	22.	1	25.7	FRMLDUW
AUSTIN COMMUNITY COLLEGE		IV				1				28.4	28.4	25.	1	35.4	FRMLUW
BEMIDJI STATE U	1	IIA	1	1	1	3	38.4	30.6	24.3	18.3	31.1	13.	5	35.1	FML
BETHANY LUTHERAN COLLEGE		IV				5				16.0	16.0	29.	1	20.6	FRMLD
BETHEL COLLEGE		IIB	3	3	3	2	27.9	23.9	19.8	17.6	23.3	22.	1	28.5	FRMLUWO
BRAINERD CMTY COLLEGE		IV				1				28.5	28.5	25.	1	35.5	FRMLUW
CARLETON COLLEGE		IIB	1	1	1	1	37.7	29.7	22.8	21.2	31.7	19.	3	37.8	FRMLDUWT
COLLEGE OF SAINT BENEDICT	LFD	IIB													
COLLEGE OF SNT CATHERINE		IIB	2	2	2	3	31.8	25.1	21.4	17.3	24.5	19.	3	29.0	FRMLDUW
COLLEGE SAINT SCHOLASTICA	LFD	IIB		3	3	2	----	22.5	19.6	18.6	21.8	19.	3	25.1	FRMLDUW
COLLEGE OF SAINT TERESA	LFD	IIB		4	4		---	21.0	17.8	----	19.1	12.	5	21.4	FMLUWT
COLLEGE OF SAINT THOMAS	LFD	IIA	1	1	1	2	39.6	30.7	24.6	20.3	27.5	16.	4	32.0	FRMLDW
CONCORDIA C AT MOORHEAD		IIB	2	1	2	3	31.3	26.7	21.8	17.1	25.2	17.	3	29.3	FRMLDUW
CONCORDIA C-SAINT PAUL		IIB	5	4	4		22.6	18.9	17.8	----	19.3	23.	1	23.7	FRMLDW
FERGUS FALLS CMTY COLLEGE		IV				1				29.1	29.1	24.	1	36.3	FRMLUW
GUSTAVUS ADOLPHUS COLLEGE		IIB	2	2	3	3	31.2	25.1	19.7	16.9	24.9	24.	1	30.7	FRMLDT
HAMLINE UNIVERSITY		IIB	2	3	3		31.2	23.7	19.8	----	26.1	22.	1	31.7	FRMLDUW
HIBBING COMMUNITY COLL		IV				2				24.8	24.8	28.	1	31.7	FRMLUW
INVER HILLS CMTY COLLEGE		IV				2				24.5	24.5	25.	1	33.3	FRMLUW
ITASCA COMMUNITY COLL		IV				2				25.7	25.7	26.	1	32.3	FRMLUW
LAKEWOOD CMTY COLLEGE		IV				1				28.3	28.3	25.	1	35.3	FRMLUW
LUTHER THEOLOGICAL SEM		IIC	3	3	2		27.1	24.3	21.8	----	24.7	12.	5	27.7	FM
MACALESTER COLLEGE		IIB	1	1	2	2	34.9	27.2	20.6	18.2	28.6	20.	2	34.4	FRMLDUWT
MANKATO STATE UNIVERSITY	1	IIA	1	1	1	3	39.2	30.9	24.3	18.2	31.2	12.	5	34.9	FRML
MESABI COMMUNITY COLL		IV				1				29.2	29.2	24.	1	36.3	FRMLUW
MINNEAPOLIS CMTY COLLEGE		IV				2				26.9	26.9	25.	1	33.7	FRMLUW
METROPOLITAN STATE U	1	IIB		1	1		----	29.0	23.9	----	27.6	19.	3	32.8	FRM
MINNEAPOLIS C-ART DESIGN		IIC	3	3	3		28.7	22.6	19.9	----	22.6	15.	4	25.9	FRMLDUW
MINNESOTA BIBLE COLLEGE		IIC													
MOORHEAD STATE UNIVERSITY	1	IIA	2	1	2	3	35.2	30.5	23.8	18.5	28.5	21.	3	34.6	FRML
NORMANDALE CMTY COLLEGE		IV				2				26.7	26.7	25.	1	33.5	FRMLUW
NORTH CEN BIBLE COLLEGE		IIC		4	4		----	21.7	18.1	----	19.7	13.	5	22.3	FRMLW
N HENNEPIN CMTY COLLEGE		IV				1				27.5	27.5	25.	1	34.4	FRMLUW
NORTHLAND CMTY COLLEGE		IV				1				29.3	29.3	26.	1	36.4	FRMLUW
NORTHWESTERN COLLEGE		IIB	3	3	2		27.7	24.1	20.7		23.0	15.	4	26.4	FRMDW
NTHWSTN C CHIROPRACTIC		IIC			3	3	----	----	21.6	17.0	22.5	15.	4	25.9	FRMLDUW
PAINY RIVER COMM COLL		IV				2				24.5	24.5	26.	1	30.9	FRMLUW
ROCHESTER CMTY COLLEGE		IV				2				26.7	26.7	25.	1	33.5	FRMLUW
SAINT CLOUD ST UNIVERSITY	1	IIA	1	1	1	3	39.2	30.4	24.5	18.5	31.3	28.	1	40.1	FRMLD
SAINT JOHN'S UNIVERSITY		IIB	1	1	1	4	35.0	29.0	24.2	16.2	26.0	22.	1	31.7	FRMLDUWT
SAINT MARY'S COLLEGE	LFD	IIA	5	5	5		28.2	23.9	20.5	----	23.0	14.	5	26.2	FRMLDUW
SAINT MARY'S JR COLLEGE	LFD	III			3	4	----	----	20.9	16.2	20.9	15.	4	24.0	FRMLUW
SAINT OLAF COLLEGE		IIB	1	1	1	1	36.9	28.6	22.5	20.0	28.0	19.	3	33.3	FRMLDUWT
SAINT PAUL BIBLE COLLEGE		IIB		4	3	3	----	21.5	19.4	17.1	20.1	21.	2	24.2	FRMDUW
SAINT PAUL SEMINARY		IV				5				8.3	8.3	23.	1	10.2	FRM
STHWST STATE UNIVERSITY	1	IIB	1	1*	1*		37.7	30.5	25.2	----	32.4	18.	3	38.0	FRMLUW
UNITED THEOLOGICAL SEM		IIC	4				23.7		----		22.1	23.	2	27.2	FRMLDW
U OF MINN MNPLS SNT PAUL		I	3	3	2	1	41.1	30.2	25.9	21.7	34.3	25.	1	42.9	FRMLDUWO
U OF MINNESOTA DULUTH	30	IIA	2	2	2	2	36.3	28.9	23.4	19.4	27.9	27.	1	35.3	FRMLDUWO
U OF MINNESOTA MORRIS		IIB	1	1	2	2	35.0	27.7	21.3	18.5	26.0	27.	1*	33.0	FRMLDUWO
U MINN TECH COL CROOKSTON		III		2	1	2	----	27.1	24.5	19.9	24.4	27.	1	31.0	FRMLDUWO
U OF MINN TECH C-WASECA	30	III		2	2			26.4	23.2	----	23.9	28.	1	30.5	FRMLDUWO
NARROWHEAD CC VERMILION		IV				2				25.2	25.2	26.	1	31.8	FRMLUW
WILLIAM MITCHELL COLL LAW		IIC													
WILLMAR CMTY COLLEGE		IV				1				28.7	28.7	25.	1	35.8	FRMLUW
WINONA STATE UNIVERSITY	1	IIA	2	1	2	4	35.4	29.7	23.6	17.9	29.4	19.	3	34.8	FRMLUW
WORTHINGTON CMTY COLLEGE		IV				2				26.4	26.4	26.	1	33.1	FRMLUW
MISSISSIPPI															
ALCORN STATE UNIVERSITY		IIB	2	2	2	4	29.4	25.1	21.2	16.2	21.1	11.	5	23.4	FMLU
COAHOMA JUNIOR COLLEGE		IV				4				17.5	17.5	9.	5	19.1	FML
DELTA STATE UNIVERSITY		IIA	4	5	4	3	30.1	24.0	21.6	18.6	24.1	9.	5	26.3	FMLUW
HOLMES JUNIOR COLLEGE		IV				5				16.0	16.0	8.	5	17.2	FLUW
ITAWAMBA JUNIOR COLLEGE		IV				4				18.9	18.9	10.	5	20.7	FMW
JACKSON STATE UNIVERSITY		IIA	5	5	4	1	28.0	24.1	22.0	21.7	23.8	10.	5	26.1	FMLU
JONES CO JUNIOR COLLEGE		IV				4				20.4	20.4	12.	5	22.9	FMU
MILLSAPS COLLEGE		IIB	3	3	3		28.6	23.8	19.2	----	23.9	18.	3	28.0	FRMLDW
MISS DELTA JUNIOR COLLEGE		IV				4				19.2	19.2	9.	5	20.9	FMU
MISS GULF CST JC		IV				4				20.0	20.0	9.	5	21.7	FMUT
MISSISSIPPI ST UNIVERSITY		I													
MISS UNIVERSITY FOR WOMEN		IIA	5	5	4	2	28.1	23.1	21.6	19.9	24.0	11.	5	26.6	FMLUWT
MISS VLY ST UNIVERSITY		IIB	3	3	3	3	27.3	23.5	19.6	16.6	21.3	10.	5	23.4	FMLW
PEARL RIVER JR COLLEGE		IV													
PHILLIPS COLLEGE		IV				5				9.4	9.4	25.	1	11.8	FLUT
PRENTISS NORM-INDUS INST		IV				5				9.8	9.8	14.	4	11.1	FRMU
REFORMED THEOLOGICAL SEM		IIC	2	2			31.4	25.8	----		28.3	22.	2	34.5	FRMLDW
RUST COLLEGE		IIB	5		5	4	19.2	----	15.7	15.9	16.7	17.	3	19.4	FRMLUWT
U OF MISSISSIPPI MAIN CAM		I	5	4	4	5	35.9	28.6	23.6	16.8	27.8	10.	5	30.5	FMLUWT
U OF SOUTHERN MISSISSIPPI		I	5	4	5	4	35.5	28.7	22.9	18.4	27.1	9.	5	29.6	FMLW
WOOD JUNIOR COLLEGE		IV				5				12.4	12.4	14.	4	14.1	FRMU

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
				-----	-----	-----																	
								2	2		2				1	----	----		----				----
93.	70.	24.	18.	8.4	8.8	9.8	9.8	40	33	13	3	3	13	8	8	----	27.2	24.5	----	----	25.4	23.0	----
											67				36				27.5				24.0
								1	1	4	1				1	----	----	----					----
							2.0				97				38				30.5				29.6
					5.1	5.7	-----		6	16	1		5	10	3		----	19.1	----		----	17.8	----
											30				12				22.2				20.5
ALL	77.	75.						9	9	9	3		4	3	1	20.7	----	----	----		----	----	----
			33.								10				11				21.4				19.8
ALL								13	7	1		1	1	2		----	----	----		----	----	----	
96.	84.	29.		2.4	2.7	2.7	-----	66	61	55	4	6	12	23	3	34.3	31.4	25.3	----	29.5	22.3	23.5	----
ALL	94.			6.8	7.4	8.5	10.5	793	266	244	14	53	83	116	12	45.5	34.2	28.4	20.3	38.6	30.3	24.8	17.8
ALL	92.							48	52	23		7	7	10		34.3	25.6	22.9		29.5	24.7	20.8	
97.	85.			5.9	6.1	6.6	-----	30	40	18	2	4	8	14		----	28.7	23.4	----	----	26.8	23.4	
								1	3	3			2	1		----	----	----			----	----	
			91.								99				33				32.5				31.8
											102				108				28.7				29.5
99.	89.	34.		4.0	3.8	4.5	4.3	285	235	132	5	33	80	68	9	41.0	30.5	24.5	----	37.2	29.4	23.7	----
			82.				8.5				18				10				23.5				22.1
ALL	89.	48.		7.9	9.5	10.7	11.6	278	211	99	15	25	70	46	17	35.5	28.8	25.0	19.2	32.3	27.7	22.7	17.4
ALL	ALL							7	2	1			1			21.3	----	----			----		
								3	4	3	2		1			----	----	----	----		----		
							4.3				39				28				28.3				24.1
ALL	79.	29.					-----	19	26	10	4	4	13	7	3	----	21.2	18.7	----	----	20.6	17.7	----
							3.7				22				7				30.5				21.9
18.	21.	56.	14.	8.5	5.1	4.9	-----	62	46	36	6	6	6	21	1	38.5	30.6	24.8	----	36.7	30.7	23.4	----
			86.								12				2				----				----
86.	42.	10.		1.7	2.1	1.8	.2	32	25	19	5	4	6	11	9	----	23.8	20.1	----	----	24.4	19.4	----
							3.2				16				3				----				----
99.	67.			6.5	9.6	15.4	16.3	68	18	13	4	6	6	19	7	37.7	30.0	23.1	----	37.5	28.5	22.7	----
				8.5	7.6	7.5	9.8																
ALL	88.	8.		4.9	6.1	7.7	-----	8	24	11	1	4	25	13	5	----	25.0	21.4	----	----	25.2	21.5	----
75.	65.	31.		-----	6.5	6.5	6.4	2	13	5	9	2	4	11	9	----	----	----	18.7	----	----	----	18.5
ALL	54.	33.		-----	2.0	3.3	-----	4	4	7	1	1	9	8	4	----	----	17.7	----	----	----	17.8	----
82.	89.	6.		5.3	6.4	6.5	9.1	21	38	62	21	1	8	26	1	----	31.1	25.6	----	----	29.1	22.3	----
ALL	95.	58.		6.6	6.2	6.4	5.4	34	40	28	9	4	4	17	9	----	----	22.0	16.7	----	----	21.4	17.4
ALL	88.	16.		7.5	6.2	6.5	-----	10	14	13	2		2	6	1	22.6	----	17.8	----		----	17.7	----
							3.5				14				7				30.7				26.1
97.	95.	15.		2.5	3.3	1.7	-----	37	51	14	6		10	20	3	31.2	25.3	20.2	----		23.7	19.4	----
95.	88.	16.		3.8	4.6	4.6	-----	35	20	13	1	3	4	6	1	----	----	19.9	----	----	----	19.8	----
							5.8				15				10				28.4				19.6
							5.7				37				17				27.6				24.2
							4.3				17				10				26.6				24.1
							4.7				49				21				29.4				25.7
ALL	69.							28	15	10	3		1	1	1	27.1	----	----	----		----	----	----
ALL	91.	11.			3.5			52	21	15	3	6	1	12	8	35.0	----	20.4	----	33.4	----	20.9	----
97.	72.	48.						169	96	76	21	17	24	66	14	39.2	31.1	24.6	18.2	39.5	30.1	24.1	18.3
							3.1				21				4				----				----
							5.5				30				31				27.8				26.0
ALL	60.	13.						2	6	3	2	3	4	5		----	----	----	----	----	----	----	
29.	5.			6.6	5.2	10.3	-----	7	18	2			2	5	3	28.7	----	----			----	----	----
				5.4																			
99.	94.	51.						80	48	59	14	10	19	37	13	35.3	30.5	23.9	19.0	33.9	30.5	23.6	18.0
							5.1				70				48				27.9				24.9
								1	8	4	2			3	2	----	21.7	----	----			----	----
							4.5				40				36				28.7				26.2
							3.2				13				3				----				----
				4.6	6.5	7.0	-----	7	7	13		1	1	8		----	----	21.6		----	----	19.2	
									5	8	5	1		2	2		----	----	----		----	----	
							4.6				13				5				----				----
							4.1				53				39				29.3				23.3
97.	84.	61.						163	68	89	21	20	11	46	16	39.3	30.5	25.2	18.8	38.0	30.1	23.2	18.1
92.	98.	38.		6.0	7.1	8.0	-----	12	41	34	9	1	3	6		----	----	23.8	16.2	----	----	26.4	
ALL	ALL	30.		5.9	7.7	8.0	-----	12	20	24	1		4	6		28.2	----	20.7	----		----	19.5	
ALL	ALL	29.						1		3	2	1	2	25	5	----		----	----	----	----	----	----
ALL	97.	19.		7.1	8.3	10.4	10.7	50	63	34	7	2	13	30	14	----	28.7	22.9	19.9	----	28.0	22.1	20.1
75.	71.	30.		-----	6.5	7.0	-----	3	7	8	5	1		2	2	----	21.5	----	----	----		----	----
							9.1				15				3				----				----
ALL	95.	76.						43	29	19	1	2	9	2		----	30.6	---	----	----	29.3	----	
ALL		33.		6.0		-----		7		1				2		23.7		----				----	
99.	95.	14.		6.6	7.2	7.6	9.0	768	351	234	13	51	108	139	23	41.3	30.7	26.9	22.4	37.8	28.9	24.2	21.3
ALL	97.	38.						65	85	54	20	3	20	31	15	----	29.4	23.9	19.4	----	26.9	22.4	19.1
ALL	96.	40.		5.8	7.2	8.0	-----	18	22	22	8	1	4	8	2	----	----	21.5	----	----	----	20.6	----
ALL	ALL	72.		-----	7.2	6.8	7.0	1	13	18	4		1	7	7	----	----	25.4	----		----	22.3	----
	ALL	43.							8	18	2		1	3			----	----	----		----	----	
							4.8				16				5				----				----
				7.2	7.2	-----																	
							4.2				27				2				----				----
96.	73.	57.						62	49	31	5	6	17	20	7	35.5	30.2	24.0	----	34.8	28.4	23.0	----
							4.9				18				5				----				----
86.	43.	12.						12	16	30	25	9	7	29	31	28.7	25.0	21.3	17.2	30.4	25.2	21.0	15.3
											38				27				17.8				17.2
70.	29.	13.		6.1	13.2	12.0	9.6	49	20	36	14	7	8	19	23	30.2	24.2	22.0	19.7	30.1	23.3	20.8	18.0
											33				27				15.7				16.5
											56				58				19.4				18.4
88.	50.	23.						40	61	66	23	16	39	42	20	28.1	25.6	22.7	21.7	27.8	21.9	20.9	21.7
											60				57				20.7				20.0
ALL	83.	11.		3.0	3.8	4.0	-----	20	21	12		1	3	7	1	----	----	19.8		----	----	18.3	----
							10.0				39				56				19.5				19.0
							12.2				151				105				19.2				21.2
				10.4	7.5	8.5																	
ALL	61.	41.		10.6	12.6	11.2	15.5	20	7	9	3	16	11	32	5	28.0	22.7	21.8	----	28.2	23.4	21.5	----
76.	30.	32.		16.1	13.5	11.6	11.3	16	18	21	14	5	2	20	8	----	----	19.8	17.0	----	----	19.3	15.7
							13.1																
											7				9				10.2				9.8
								7	7	1	4				6	31.4	25.8	----	----				----
33.	48.	17.	33.	-----	-----	7.8	10.4	6	4	14	10		1	4	8	19.2	----	----	12.6		----	----	20.0
90.	73.	20.		10.6	11.8	11.8	8.9	123	104	85	28	4	18	39	26	----	28.8	24.9	16.9	----	27.3	20.6	16.7
87.	55.	18.		11.2	11.7	11.8	13.1	109	143	105	25	12	34	79	35	35.4	29.0	23.3	18.5	34.2	27.5	22.2	18.3
							10.1				5				9				----				----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
MISSOURI															
AVILA COLLEGE	LFO	IIB	4	3	4	4	25.3	22.4	18.8	15.3	20.8	13.	5	23.5	FRMLDUO
BAPTIST COLLEGE		IIC	5				17.3				17.3	7.	5	18.6	FMDU
CALVARY BIBLE COLLEGE		IIC					----	----	----	----	12.3	22.	2	15.0	FRMDWTH
CARDINAL GLENNON COLLEGE		IIC					----	----	----		----	---	5	----	FRMLDW
CARDINAL NEWMAN COLLEGE		IIB			3		----	----	19.0	----	19.7	15.	4	22.7	FRMLDUW
CENTRAL METHODIST COLLEGE		IIB	4	4	4	3	25.8	20.2	18.9	17.3	20.4	14.	5	23.3	FRMLD
CENTRAL MO ST UNIVERSITY		IIA	5	4	4	5	29.3	25.6	21.5	15.9	23.9	9.	5	26.0	FMLD
COLUMBIA COLLEGE		IIB	5	5	5		22.3	19.4	17.1	----	19.2	16.	4	22.3	FRMLDUW
CONCEPTION SEM COLLEGE	LFO	IIC								----	----	---	4	----	FRMLDW
CONCORDIA SEMINARY		IIC	4	4	5		21.7	19.0	15.7	----	18.7	55.	1*	29.0	FRMDWH
COVENANT THEOLOGICAL SEM	1	IIC	4				22.6				22.6	15.	4	25.9	RMLW
CROWDER COLLEGE		IV				5				17.3	17.3	5.	5	18.1	ML
CULVER-STOCKTON COLLEGE		IIB	3	4	4		27.5	20.7	18.8	----	21.9	15.	4	25.1	FRMUW
DRURY COLLEGE		IIB	3	4	4	4	27.4	21.6	17.8	14.9	22.2	15.	4	25.6	FRMDWO
EVANGEL COLLEGE		IIB	4	4	4		25.4	21.5	18.3	----	19.7	18.	3	23.2	FRMLD
SNT LU CC-FLORISSANT VLY		III	1	1	2	3	33.5	28.8	22.9	17.9	28.3	10.	5	31.0	MLDUW
FOREST PARK-ST LOUIS CC		III	1	1	2	3	34.0	29.2	22.7	18.3	27.3	9.	5	29.8	MLDUW
FONTBONNE COLLEGE	LFO	IIB		5	5	5	----	17.6	14.1	13.8	16.1	16.	4	18.6	FRMLWT
HARRIS-STOWE STATE C		IIC			2		----	----	21.7	----	23.0	17.	3	26.8	FRMLD
JEFFERSON COLLEGE		IV				3				20.9	20.9	5.	5	21.9	MLUW
KANSAS CITY ART INSTITUTE		IIC	3	4			27.9	21.7	----		24.1	15.	4	27.7	FRMLUW
LINCOLN UNIVERSITY	4	IIA	5	5	5	5	25.7	22.5	18.8	16.4	19.6	11.	5	21.7	FMLDUW
LINDENWOOD COLLEGES		IIA	5	5	5		26.7	23.7	18.0	----	20.6	17.	4	24.1	FRMDW
LOGAN C OF CHIROPRACTIC		IIC		2		3	----	26.5	----	16.1	19.8	14.	4	22.6	FRM
MARYVILLE C-SAINT LOUIS		IIB	3	4	4		26.7	21.6	17.5	----	21.7	15.	4	25.0	FRMLD
SAINT LOUIS CC-MERAMEC		III	1	1	3	2	33.5	29.0	21.4	19.3	27.4	10.	5	30.1	MLDUW
LONGVIEW CMTY COLLEGE		IV				2				27.2	27.2	6.	5	28.9	MLDW
MAPLE WOODS CMTY COLLEGE		IV				2				27.0	27.0	6.	5	28.7	MLDW
PENN VALLEY CMTY COLLEGE		IV				2				26.4	26.4	6.	5	28.0	MLDW
PIONEER COMMUNITY COLLEGE		IV				5				17.2	17.2	9.	5	18.8	MLDW
MINERAL AREA COLLEGE		IV				4				20.6	20.6	6.	5	21.8	MLUWT
MISSOURI STHN ST COLLEGE		IIB	2	2	1	2	30.7	26.7	22.4	17.5	23.7	3.	5	24.4	MLDU
MISSOURI WSTN ST COLLEGE		IIB	2	1	1	3	31.4	27.1	22.4	17.3	24.0	3.	5	24.7	MLD
MOBERLY JUNIOR COLLEGE		IV				4				17.5	17.5	4.	5	18.1	M
NAZARENE THEOLOGICAL SEM		IIC	3				25.6	----	----		25.1	29.	1	32.3	FRMLDWO
NTHEST MO ST UNIVERSITY		IIA	4	4	4	3	30.7	26.0	21.6	18.3	24.3	10.	5	26.6	FMLD
PARK COLLEGE		IIB	5		5		21.8	----	17.0	----	18.1	15.	4	20.8	FRMLD
ROCKHURST COLLEGE		IIB	2	2	1	1	31.8	25.9	23.3	20.5	25.3	14.	5	28.9	FRMLDUW
SNT LOUIS CHRISTIAN C		IIC	5				16.3				16.3	16.	4	18.9	FRMUW
SNT LOUIS COLLEGE OF PHAR		IIC			1		----	----	25.1	----	26.1	14.	4	29.8	FRMLD
SAINT LOUIS U MAIN CAMPUS	6	I	4	5	3	2	36.7	27.4	24.2	20.5	30.1	15.	5	34.6	FRMLDUW
SAINT MARY'S C O'FALLON		IV				5				16.3	16.3	9.	5	17.8	FML
SAINT PAUL'S COLLEGE		III			5	5	----	----	13.4	11.1	13.4	41.	1*	18.9	FRMDTH
SCHOOL OF THE OZARKS		IIB	3	3	4		26.9	22.9	18.8		22.5	17.	3	26.4	FRMLDW
STHEST MO ST UNIVERSITY		IIA	4	4	4	5	30.3	26.8	20.8	16.8	23.4	14.	5	26.7	FMLDO
SOUTHWEST BAPTIST U		IIB	4	5	5	4	24.3	19.1	17.3	15.6	19.1	31.	1*	24.9	FRMLU
STHWST MO ST UNIVERSITY	32	IIA	4	4	3	3	30.8	26.5	23.0	18.1	25.2	9.	5	27.6	FMLD
STEPHENS COLLEGE		IV				4				18.3	18.3	20.	2	21.9	FRMLUWT
TRENTON JUNIOR COLLEGE		IV				5				16.9	16.9	35.	1*	22.8	RM
U OF MISSOURI-COLUMBIA		I	5	5	4	3	34.3	26.7	23.3	19.1	29.0	20.	3	34.8	FRMLDUW
U OF MISSOURI-KANSAS CITY		I	5	5	5	5	34.6	27.2	21.9	15.7	28.4	20.	3	34.1	FRMLDUW
U OF MISSOURI-ROLLA		IIC	1	2	1		37.8	29.3	26.4	----	32.8	20.	3	35.4	FRMLDUW
U OF MISSOURI-SAINT LOUIS		IIA	2	3	2	2	36.0	27.5	23.2	20.1	28.0	20.	3	33.7	FRMLDUW
WASHINGTON UNIVERSITY		I	2	2	2	2	42.9	31.3	25.6	20.6	35.4	18.	4	41.7	FRMLDW
WEBSTER UNIVERSITY		IIA	5	4	5		29.0	25.3	19.7	----	23.5	21.	3	28.5	FRMLDW
WESTMINSTER COLLEGE		IIB	3	3	2		28.7	24.2	21.0	----	23.7	16.	4	27.4	FRMD
WILLIAM JEWELL COLLEGE		IIB	3	4	3	3	27.1	21.7	19.4	17.5	22.1	18.	3	26.1	FRMLDW
MONTANA															
CARROLL COLLEGE	LFO	IIB	3	3	3	3	27.6	22.2	19.0	16.4	21.3	16.	4	24.6	FRMLUW
COLLEGE OF GREAT FALLS	LFO	IIB	4	5	4		23.8	19.4	17.7	----	19.6	14.	5	22.2	FRMLDUW
DAWSON COMMUNITY COLLEGE		IV													
EASTERN MONTANA COLLEGE		IIB	2	2	2		30.2	25.8	21.8	----	24.9	20.	2	29.8	FRMUW
MILES COMMUNITY COLLEGE		IV				3				23.8	23.8	24.	1	29.5	FRMLDUW
MONTANA C MINRL SCI-TECHN		IIC	1	2	1	2	36.2	29.5	25.4	18.1	28.5	19.	3	33.7	FRMLDUW
MONTANA STATE UNIVERSITY		IIA	3	2	2	3	34.8	28.2	23.3	19.1	28.4	24.	2	35.2	FRMUW
ROCKY MOUNTAIN COLLEGE		IIB	4		4		24.2	----	17.6	----	19.9	24.	1	24.7	FRMLWT
UNIVERSITY OF MONTANA		I	5	5	5		31.8	25.7	22.1	----	28.2	19.	4	33.5	FRMLU
WESTERN MONTANA COLLEGE		IIC	2	3	3		31.4	25.0	21.4		25.0	19.	3	29.7	FRMUW
NEBRASKA															
BELLEVUE COLLEGE		IIB		4	4			21.8	18.6	----	19.0	17.	3	22.3	FRMLDUWT
CEN TECH CMTY C AREA		IV				3				20.9	20.9	23.	1	25.7	FRMLD
CHADRON STATE COLLEGE		IIB	3	2	3	4	29.1	24.8	19.3	15.9	22.6	15.	4	26.0	FRML
COLLEGE OF SAINT MARY		IIB		3	2	2	----	22.7	20.7	17.8	20.1	13.	5	22.7	FRMUWT
CONCORDIA TCHRS COLLEGE		IIC	4	4	4	5	23.3	20.8	18.0	11.5	20.1	23.	2	24.7	FRMDW
CREIGHTON UNIVERSITY		I.A	1	1	3	4	37.2	29.8	22.6	17.0	27.1	14.	5	30.9	FRMLDWO
DANA COLLEGE		IIB	5	5	4		22.3	19.5	18.1	----	19.3	21.	2	23.3	FRMLDWT
DOANE COLLEGE		IIB	4	4	4		24.6	21.0	18.7	----	20.6	15.	4	23.7	FRMDUW
HASTINGS COLLEGE		IIB	4	3	3	4	26.0	22.4	19.1	15.9	21.4	15.	4	24.7	FRMLDW
KEARNEY STATE COLLEGE		IIA	5	5	5	5	27.8	23.1	19.5	15.9	22.8	16.	4	24.4	FRML
METROPOLITAN TECH CC AREA	1	IV				4				18.0	18.0	24.	1	22.4	FRMLDUW
MID PLAINS COMMUNITY COLL		IV				3				21.5	21.5	22.	2	26.3	FRMLD
MIDLAND LUTHERAN COLLEGE		IIB	4	4	3	3	24.1	21.9	19.8	16.6	20.0	16.	4	23.3	FRMLDWT
NEBR WESLEYAN UNIVERSITY		IIB	4	4	3		26.3	21.9	19.1	----	22.3	17.	3	26.0	FRMLDUW
NTHEST TECH CC AREA		IV				4				19.4	19.4	26.	1	24.4	FRMLDUW
PERU STATE COLLEGE		IIB		3	2	3	----	23.2	20.9	16.8	21.1	17.	3	24.6	FRML
PLATTE VLY BIBLE COLLEGE		IV								----	----	---	5	----	FW
SOUTHEAST CC LINCOLN		IV				4				18.3	18.3	16.	4	21.3	FRMLDU
UNION COLLEGE		IIB	4	2	1	1	25.6	24.5	23.4	20.2	23.6	14.	5	26.8	FRMUW
U OF NEBRASKA-LINCOLN		I	5	5	5	5	34.9	26.7	22.6	15.4	29.0	17.	4	34.1	FRMLU
U OF NEBRASKA AT OMAHA		IIA	4	4	4	3	31.6	25.7	21.2	18.9	25.7	19.	3	30.4	FRML
WAYNE STATE COLLEGE		IIA	5	5	5	4	29.1	23.7	19.1	16.8	22.3	16.	4	25.9	FRML
YORK COLLEGE		III		5	5		----	15.0	14.3	----	15.4	7.	5	16.4	FRMLWT
NEVADA															
CLARK CO CMTY COLLEGE	4	IV				2				25.6	25.6	15.	4	29.3	RMUW
NORTHERN NEV CMTY COLLEGE	4	III			3	1			21.3	21.2	21.3	21.	3	25.8	RMW
TRUCKEE MEADOWS CC		IV				3				23.6	23.6	15.	4	27.1	RMUW
U OF NEVADA RENO	3	I	4	4	4	2	36.9	28.9	23.1	20.1	30.2	14.	5	34.3	RMUW
U OF NEVADA LAS VEGAS	3	IIA	1	2	1	2	37.5	29.4	26.0	19.6	30.0	14.	5	34.1	RMLUW
WESTERN NEV CMTY COLLEGE	4	IV				3				22.0	22.0	15.	4	25.3	RMLUW
NEW HAMPSHIRE															
COLBY-SAWYER COLLEGE		IIB	4	5	5		24.2	19.6	15.8	----	18.6	24.	1	23.0	FRMDUWT
DARTMOUTH COLLEGE		I	1	2	2	2	45.6	31.6	25.5	20.1	35.2	23.	2	43.3	FRMLDUWT
FRANKLIN PIERCE COLLEGE		IIB	4	4	5		24.1	21.6	16.8	----	21.1	19.	3	25.1	FRMLDUW
HESSER COLLEGE		IV				4				17.8	17.8	13.	4	20.0	FMLDU

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AT	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
						.3	1.4	5	7	8	2	4	16	15	4	----	23.6	19.2	----	----	27.9	18.6	----
								24				18				18.6				15.6			
								1	4	4	3			1	2	----	----	----	----			----	----
				-----	-----	-----		1	2	1						----	----	----					
									3	9	1	1		3	1		----	----	----	----		----	----
ALL	89.	21.		7.1	5.6	7.4	-----	10	7	13	2		2	6	6	25.8	----	18.9	----		----	18.8	----
ALL	94.	54.	13.	8.6	12.6	8.3	9.9	99	94	106	25	15	17	39	27	29.5	25.7	21.7	15.4	28.5	25.5	20.9	16.3
91.	79.	9.						5	9	7		6	5	4	4	----	----	----		----	----	----	----
											2								----				
88.	50.							8	16	7	1					21.7	19.0	15.7	----				
67.								6								22.6							
											20				7				17.6				16.3
92.	70.	31.		6.0	6.3	7.6	-----	12	7	8	1		3	5	1	27.5	----	----	----		----	----	----
ALL	55.			5.1	5.6	5.2	10.8	22	14	13	1		6	1	5	27.4	22.4	----	----		19.9	----	----
ALL	45.	40.		8.8	8.5	9.4	8.7	11	10	27	3	2	1	20	2	----	----	18.5	----	----	----	18.1	----
								40	37	21	6	13	16	19	7	33.4	29.3	23.2	----	33.6	27.5	22.6	----
								24	29	10	4	8	20	21	15	34.1	29.6	22.1	----	33.8	28.7	23.0	----
ALL	68.	6.		-----	4.4	4.0	4.2	1	11	5	3	3	20	11	9	----	18.3	----	----	----	17.2	----	----
ALL	ALL	65.		-----	-----	5.5	-----	2	2	5	1	2	2	12		----	----	----	----	----	----	----	
			56.								65				26				21.2				20.2
95.	79.			5.0	5.2	6.2		17	14	1		2		2		----	21.7	----		----			
85.	56.	25.		8.2	11.6	9.0	10.0	17	14	35	22	3	4	22	16	----	----	18.8	17.0	----	----	18.7	15.5
60.	73.	21.						9	10	14		1	5	14	3	----	----	18.1		----	----	17.8	----
50.								3	6	2	8	1		2	5	----	26.5	----	----	----		----	----
55.	42.	16.		7.0	7.0	7.0	-----	15	7	3		6	12	16	3	26.5	21.6	----		27.4	21.5	----	----
								40	39	26	3	15	18	23	12	33.4	29.3	22.4	----	33.9	28.3	20.1	----
			82.								49				18				27.9				25.3
			74.								28				7				27.8				23.9
			78.								48				46				29.2				23.4
											3				6				----				----
											29				22				21.6				19.2
ALL	94.	59.	14.	11.8	9.0	8.3	8.3	20	32	47	14	1	4	17	14	----	----	22.4	19.8	----	----	22.6	15.3
96.	86.	45.		6.0	7.0	7.8	7.2	22	27	48	14	1	8	18	11	----	27.1	22.9	17.9	----	26.8	21.0	16.6
							4.7				16				13				18.0				16.8
78.					-----	-----		9	5	2						25.6	----	----					
ALL	78.	48.		5.0	5.0	7.7	12.7	49	47	60	14	5	3	29	13	----	----	21.8	18.4	----	----	21.5	18.1
ALL	80.	7.						9	4	10	4		1	4		21.8	----	----	----		----	----	
83.	88.	30.		6.4	8.3	6.2	-----	8	20	14	5	4	4	9	5	----	----	23.4	----	----	----	23.2	----
								9				1				----				----			
ALL	ALL	18.						4	4	10				7	3	----	----	27.1				22.2	----
99.	92.	37.	13.	6.0	6.3	5.9	4.9	129	79	23	4	13	33	34	28	37.1	27.6	23.4	----	32.3	27.0	24.8	----
											1				19				----				----
ALL	50.	86.						2	1	7	3		1		3	----	----	13.4	----		----		----
ALL	63.	31.						22	21	21		3	9	11		----	22.9	18.8		----	22.7	18.9	
93.	63.	43.	6.	2.9	4.0	5.6	7.5	95	69	92	36	10	19	37	32	30.4	24.7	20.8	17.2	29.5	24.8	20.8	16.2
75.	64.	43.	6.	3.3	7.4	4.1	2.5	15	23	7	12	1	5	2	4	----	----	18.7	----	----	----	15.9	----
98.	86.	46.	24.	7.3	9.0	9.0	6.7	161	88	79	48	17	25	37	49	31.0	26.7	23.3	18.4	29.1	25.6	22.3	17.9
			65.				3.4				49				39				19.1				17.3
			44.								14				13				17.8				16.0
ALL	91.	18.	8.	.1	.3	.8	1.0	385	175	127	25	21	48	56	35	34.4	27.1	24.0	19.6	32.1	25.4	21.9	18.7
99.	87.	16.	17.	1.4	1.4	2.5	1.1	166	136	73	4	13	35	43	8	34.8	27.9	22.2	----	31.7	24.6	21.4	----
99.	87.	12.		9.2	8.3	10.0	-----	147	82	54	2		5	4	2	37.8	----	----	----		----	----	----
99.	98.	20.	22.		.2	1.3	1.3	63	108	56	6	7	16	29	3	36.1	27.8	23.7	----	34.8	25.4	22.2	----
98.	85.	3.						247	116	91	6	16	20	24	5	43.3	32.0	26.0	-----	37.5	27.2	24.1	----
56.	42.							9	12	16	4	9	12	14		29.4	25.4	19.5	----	28.5	25.2	19.9	
ALL	85.	11.						12	11	16			2	2	3	28.7	----	----			----	----	----
86.	67.	42.		3.8	4.4	4.9	4.6	25	9	13	4	4	6	20	3	----	22.1	19.6	----	----	----	21.1	19.2	----
ALL	68.	26.		4.2	6.0	5.4	-----	9	15	17	2	1	4	6	4	----	----	19.2	----	----	----	18.7	----
ALL	80.	50.		4.0	4.4	5.6	-----	6	13	9			2	1	1	23.8	----	----			----	----	----
							8.2																
92.	86.	29.		3.6	3.7	3.5	-----	33	34	40	1	4	9	18	2	----	25.8	21.7	----	----	25.5	21.9	----
							8.9				12				11				25.3				22.1
92.	54.	4.		1.4	1.3	2.6	7.3	24	37	24	8		2	4	3	36.2	----	----	----		----	----	----
93.	72.	15.		3.7	4.4	4.4	4.9	172	152	96	9	10	21	73	14	34.9	28.1	23.9	20.1	33.3	28.3	22.5	18.4
ALL	67.	33.						9	3	8	2	1		1	3	----	----	----	----	----		----	----
99.	79.	9.		4.2	5.8	6.4		180	94	41		14	20	25	2	32.0	25.9	22.6		29.8	24.9	21.2	----
ALL	67.	45.		3.0	3.3	3.6	-----	6	14	7			1	4		31.4	----	----			----	----	
									5	15	1		3	7	1		----	19.1	----		----	17.6	----
											87				45				21.4				19.9
96.	94.	42.	20.					25	16	22	11	2		2	9	----	24.8	----	15.5	----		----	16.3
ALL	57.								5	5		1	2	10	13		----	----		----	----	----	17.8
ALL	93.	50.						21	22	12	1		7	4	5	23.3	20.8	----	----		20.7	----	----
93.	82.	25.	11.	6.1	6.2	8.2	7.2	53	91	68	10	1	14	52	18	----	30.3	23.2	17.1	----	26.9	21.9	17.0
ALL	91.	54.						7	9	11	1		2	2	2	22.3	----	----	----		----	----	----
ALL	86.	7.		4.7	5.1	5.0	-----	7	11	9	2	3	3	5	3	----	----	----	----	----	----	----	----
93.	94.	11.		4.8	5.7	5.4	-----	13	16	13	5	1	1	5	2	----	----	----	----	----	----	----	----
ALL	95.	60.	35.	7.9	7.8	4.7	5.4	82	47	43	13	5	9	20	24	----	23.3	19.8	16.3	----	22.3	19.0	15.8
							4.2				56				54				18.7				17.3
		ALL					7.9				52				22				21.8				21.0
ALL	88.	38.						7	4	13	3	1	4	11	10	----	----	19.6	----	----	----	20.1	----
91.	ALL	50.		6.9	7.2	7.0	-----	21	19	12	3	2	6	8	1	----	22.0	19.4	----	----	21.7	18.7	----
											60				14				19.7				18.2
ALL	ALL	82.	33.					5	11	9	12		1	2	3	----	----	----	----		----	----	----
											5								----				
											145				77				19.0				16.9
71.	39.							17	9	12	4	4	9	11	11	----	24.1	23.9	----	----	24.8	22.8	----
98.	79.	17.		2.6	2.9	2.9	2.6	459	265	142	24	24	53	64	33	35.0	26.9	23.4	16.2	33.1	25.7	20.8	14.8
99.	84.	33.		.1	.3	.2		126	93	70	18	8	23	38	12	31.6	26.1	21.3	19.9	30.6	24.3	20.8	17.4
ALL	96.	52.	19.					18	21	19	8	2	4	8	8	----	----	18.7	17.5	----	----	20.1	16.2
ALL	83.	13.						2	6	7	1			1		----	15.0	----	----			----	
			77.								61				31				26.0				24.6
			67.							8					6			21.3					21.2
			62.								27				26				25.0				22.3
93.	79.	13.		.4	.4	.9	1.1	127	82	37	2	7	27	30	6	37.0	29.2	24.0	----	35.8	28.0	22.0	----
95.	88.	33.						74	122	45	14	6	28	15	11	37.3	29.4	25.2	16.3	39.3	29.3	26.3	21.3
											20				14				22.1				21.8
ALL	81.	50.						6	11	6		2	10	12	4	----	19.2	15.7		----	20.0	15.8	----
99.	82.			9.9	10.3	11.0	-----	145	59	66	6	5	20	45	6	----	32.5	26.9	20.0	----	29.0	23.4	20.2
94.	85.	10.						16	23	6	3	1	3	4		----	----	----	----	----	----	----	
											7				10				20.5				15.9

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
NEW HAMPSHIRE (CONTD)															
U OF NH KEENE ST COLLEGE	1	IIB	3	2	2	2	29.0	24.5	21.3	18.1	23.8	21.	2	28.9	FRMLDUW
MERRIMACK VLY C		IIC						----	----	----	19.5	18.	3	23.0	FMLDUWT
NEW ENGLAND COLLEGE		IIB	4	4	4		26.3	21.2	18.7		21.1	18.	3	24.9	FRMLDUWT
NEW HAMPSHIRE COLLEGE		IIC	2	2	2	1	30.5	25.3	23.4	20.2	24.7	32.	1	32.7	FRMLDUW
NH TECHNICAL INSTITUTE		III	4	5	5		24.8	18.7	17.6	----	21.6	16.	4	25.0	FRML
NH VOC-TECH C BERLIN	4	III	5	5			22.1	18.7	----	----	19.3	16.	4	22.3	FML
NH VOC-TECH C LACONIA		III		5			----	18.4	----	----	19.1	15.	4	22.8	FRML
NOTRE DAME COLLEGE	LFO	IIB			5		----	----	15.7	----	16.6	13.	5	18.7	FMLDUW
U NH PLYMOUTH ST COLLEGE		IIB	2	2	2	2	30.2	25.4	21.3	18.4	24.9	20.	2	29.8	FRMLDUW
RIVIER COLLEGE		IIA		5	5	5	----	21.1	17.9	15.8	19.9	14.	5	22.8	FRMLDW
SAINT ANSELM COLLEGE	LFO	IIB	2	2	2	2	29.2	25.2	21.3	17.6	23.3	13.	5	26.2	FRMLDUW
U OF NEW HAMPSHIRE	5	I	4	4	5	3	36.5	28.2	22.4	19.1	28.6	21.	3	34.7	FRMLDW
WHITE PINES COLLEGE		IV								----	----	---	5	----	F
NEW JERSEY															
ATLANTIC CMTY COLLEGE		III	2	2	2		30.0	25.9	23.0	----	24.8	23.	2	30.5	FRMUWTO
BERGEN COMMUNITY COLLEGE		III	1*	1*	1*	1	38.8	33.9	27.7	21.6	31.6	21.	3	38.0	FRMUW
THE BERKELEY SCHOOL		IV				5				17.1	17.1	14.	4	19.4	FMDUWO
BLOOMFIELD COLLEGE		IIC	2	2	3	1	29.7	26.1	20.8	21.2	24.0	24.	2	29.8	FRMLDUW
BROOKDALE CMTY COLLEGE		III	1	1	1	3	35.9	30.7	24.8	18.3	27.4	21.	3	33.2	FRMDUWO
BURLINGTON COUNTY COLLEGE		III	2	2	1	2	31.7	27.0	23.8	18.9	25.5	23.	2	31.4	FRMLDUW
CAMDEN COUNTY COLLEGE		III	1	1	1		33.9	30.8	26.0		28.4	24.	2	35.1	FRMUWT
CENTENARY COLLEGE		III	3	4	5	5	28.7	22.5	18.0	14.9	20.4	17.	4	23.9	FRMLUW
COLLEGE OF SNT ELIZABETH	LFO	IIB			4		----	----	17.7		19.3	12.	5	21.5	FRMDW
COUNTY COLLEGE OF MORRIS		III	1	1	1	1	35.6	29.5	24.3	20.5	26.9	20.	3	32.3	FRMU
CUMBERLAND COUNTY COLLEGE		III	1	1	1*	1*	35.0	29.3	27.0	24.3	28.0	22.	2	34.3	FRMDUW
DREW UNIVERSITY		I	5	5	5	4	31.3	24.3	19.0	17.8	26.2	27.	1	33.3	FRMLDUWT
FARLGH DCKSN U EDW WMS C	4	III		1	1		----	31.1	24.8	----	25.7	21.	3	31.2	FRMLDW
FARLGH DCKSN FLORHAN-MAD	4	IIA	1	1*	1*		39.2	32.6	27.8	----	34.9	21.	3	42.2	FRMLDW
FARLGH DCKSN U RUTHERFD	4	IIA	1	1*	1*	1	38.9	32.0	26.7	20.5	33.0	22.	2	40.3	FRMLDW
FARLGH DCKSN TEANECK CAM	4	IIA	1*	1*	1		41.0	32.7	26.1	----	35.9	21.	3	43.5	FRMLDW
FELICIAN COLLEGE		III	5	5	5	5	19.5	18.2	17.4	15.4	17.4	12.	5	19.5	FRMLUWT
GEORGIAN COURT COLLEGE	LFO	IIB	3	2	2	3	27.3	25.1	21.5	16.5	21.8	17.	3	25.4	FRMUW
GLASSBORO STATE COLLEGE		IIB	1*	1*	1*	1	38.3	30.2	24.7	19.3	30.6	16.	4	35.5	FRMUW
GLOUCESTER COUNTY COLLEGE		III	1	1	1		29.7	28.7	26.6	----	27.5	22.	2	33.7	FRMUW
IMMACULATE CONCEPTION SEM		IIC			5		----		4.6	----	4.6	84.	1*	13.2	MLDHO
JERSEY CITY STATE COLLEGE		IIA	1	1	1	3	38.5	30.6	25.2	18.9	30.9	20.	3	37.1	FRMDU
MERCER CO CMTY COLLEGE		III	1	1	1	2	35.2	30.0	25.3	19.2	27.3	21.	3	33.0	FRMU
MIDDLESEX COUNTY COLLEGE		III													
MONMOUTH COLLEGE		IIA	3	3	3		33.2	27.7	22.8	----	27.8	19.	3	33.2	FRMLUW
MONTCLAIR STATE COLLEGE		IIA	1	2	2	2	37.0	29.5	24.0	19.8	29.1	24.	2	36.1	FRMU
NEW BRUNSWICK THEOL SEM		IIC	5				17.8		----	----	17.0	43.	1	24.3	RMLDH
NJ INSTITUTE TECHNOLOGY		IIC	1	1	1		43.5	34.3	28.5		33.2	22.	2	40.5	FRMLUW
NTHESTN BIBLE COLLEGE		IIC					----	----	----		16.5	15.	4	19.0	FRMLUW
OCEAN COUNTY COLLEGE		III	1*	1*	1	3	37.5	32.2	24.4	18.4	28.4	21.	3	34.5	FRMUW
PASSAIC CO CMTY COLLEGE	4	III	1		3	3	35.6	----	21.1	17.7	21.8	23.	2	26.7	FRMUW
PRINCETON THEOLOGICAL SEM		IIC	1		1		40.6	----	28.0	----	35.7	28.	1	45.6	RMLWH
PRINCETON UNIVERSITY		I	1*	1	2	1	50.9	32.6	25.4	21.6	39.3	22.	2	47.9	FRMLDUWT
RAMAPO C OF NEW JERSEY		IIB	1	1*	1*		36.4	30.4	24.7	----	30.2	20.	2	36.3	FRMDU
RIDER COLLEGE		IIC	1	1	1		38.4	30.7	25.1	----	29.9	17.	3	35.0	FRMLDWT
RUTGERS U CAMDEN CAMPUS	33	IIB	1*	1*	1*	1	48.8	34.1	24.3	20.6	32.4	21.	2	39.2	FRMLDUW
RUTGERS U NEWARK CAMPUS	33	IIA	1*	1*	1	2	48.3	35.1	25.6	19.8	35.5	20.	3	42.7	FRMLDUW
RUTGERS U NEW BRUNSWICK	33	I	1	1	3	4	47.6	33.0	24.3	18.5	34.6	20.	3	41.7	FRMLDUW
SAINT PETERS COLLEGE		IIB	2	2	2	2	31.0	24.9	20.4	18.7	24.5	18.	3	28.9	FRMLDUW
SETON HALL UNIVERSITY		IIA	2	2	2	2	35.8	29.3	23.7	19.3	28.2	20.	3	33.7	FRMLDW
SOMERSET COUNTY COLLEGE		III	2	2	3	2	33.4	27.0	21.8	18.9	25.6	23.	2	31.5	FRMLDUW
STOCKTON STATE COLLEGE		IIB	1	1	1	1	35.4	28.5	22.3	19.1	26.1	22.	1	31.8	FRMLDU
TRENTON STATE COLLEGE		IIA	1	1	1	1	38.3	31.1	25.1	20.5	30.0	22.	2	36.6	FRMLDU
UNION COUNTY COLLEGE		III	1	2	2	4	35.8	26.5	22.2	17.1	25.0	24.	2	31.1	FRMDUW
UPSALA COLLEGE		IIB	2	3	3		30.3	23.6	20.2	----	23.7	24.	1	29.3	FRMLDUWT
WESTMINSTER CHOIR COLLEGE		IIC	2	2	3	3	33.4	25.8	19.3	14.8	22.7	22.	2	27.6	FRMLDUWT
WILLIAM PATERSON COLLEGE		IIA	1	1	1	2	37.7	30.0	24.3	19.5	30.1	24.	2	37.5	FRMLU
NEW MEXICO															
COLLEGE OF SANTA FE		IIB		5	5		----	18.4	15.8	----	17.1	15.	4	19.7	FRMUW
COLLEGE OF THE SOUTHWEST		IIB			2				20.4		20.4	11.	5	22.7	FMLUW
EASTERN NM U MAIN CAMPUS		IIB	1	1	1*	1	33.4	28.3	24.4	19.2	27.0	17.	3	31.5	FRMDUW
EASTERN NM U ROSWELL		III				2			----	19.8	20.1	18.	4	23.7	FRMLDUWT
NM INST OF MINING & TECHN		IIA	2	3	1		36.0	27.2	25.5		30.6	17.	4	35.9	FRMLUW
NEW MEXICO JUNIOR COLLEGE		IV				2				27.0	27.0	14.	4	30.6	RMLDUW
NEW MEXICO MILITARY INST		III	3	3	3	2	29.2	25.0	21.5	19.3	22.2	23.	2	27.2	FRMUW
NM STATE U MAIN CAMPUS	1	I	5	5	5	4	35.7	27.1	22.3	18.0	28.7	17.	4	33.5	FRMLDUW
NM STATE U ALAMOGORDO		III		2	3	4	----	26.4	20.9	16.9	22.5	17.	4	26.4	FRMLDUW
NM STATE U CARLSBAD		III				3	----	----	----	18.3	22.4	17.	4	26.2	FRMLDUW
NM STATE U GRANTS BRANCH		III				3			----	18.3	18.6	18.	4	22.0	FRMLDUW
NEW MEXICO ST UNIV DONA ANA	1	III				3	----		----	17.2	18.1	19.	3	21.4	FRMLDUW
SAN JUAN COLLEGE		III		1	1	1		29.9	24.0	22.0	23.1	22.	2	28.2	FRMLDUW
UNIV OF NEW MEXICO MAIN		I	4	5	5	4	36.8	27.1	22.3	17.3	28.8	18.	4	34.1	FRMLUW
U OF NM GALLUP BRANCH		III					----	----			20.0	20.	3	24.0	FRMLUW
WESTERN NEW MEXICO UNIV		IIA	3	2	3	5	33.8	28.1	22.6	16.5	25.2	20.	3	30.2	FRMLDUW
NEW YORK															
ACADEMY OF AERONAUTICS	34	III	5	5	5	4	24.1	21.2	18.1	16.4	20.2	23.	2	24.7	FRMLDUW
ADELPHI UNIVERSITY		I	3	3	2	2	39.2	30.2	25.4	21.3	31.4	21.	3	37.9	FRMLDT
ADIRONDACK CMTY COLLEGE		III	3	3	4	4	29.7	25.3	19.2	16.8	23.3	26.	1	29.3	FRMUW
ALBANY COLLEGE PHARMACY		IIC	2	2			35.5	27.5	----	----	27.1	26.	1	34.1	FRMLDWTO
ALFRED UNIVERSITY		IIA	3	2	3	4	33.6	24.3	22.3	18.0	27.5	16.	4	31.9	F
NY ST C CERAMICS ALFRED U		IIC	1	1	2		39.4	31.8	23.0	----	31.6	26.	1	39.8	FRMDUW
BARD COLLEGE		IIB	1	1	2		33.5	27.7	20.7		29.2	21.	2	35.3	FRMDUW
BARNARD COLLEGE		IIB	1*	1	1	2	43.6	28.5	23.9	18.5	29.5	29.	1*	38.0	FRMLDUWT
BERKELEY SCHOOL-HICKSVILLE		IV				5				15.4	15.4	15.	4	17.6	FMLDUWO
THE BERKELEY SCHOOL		IV				5				15.9	15.9	15.	4	18.3	FMLDUWO
BROOME COMMUNITY COLLEGE		III	3	3	4	3	28.9	24.3	19.2	18.0	23.1	28.	1	29.5	FRMLUW
BRYANT-STRATTON BUS INST		IV				4				19.7	19.7	7.	5	21.0	F
CANISIUS COLLEGE		IIB	1	1	1		33.7	28.5	22.6	----	27.7	17.	3	32.4	FRMLDUW
CAYUGA CO CMTY COLLEGE		III	2	2	4	4	29.9	27.2	19.8	16.9	26.5	26.	1	33.5	FRMLDW
CAZENOVIA COLLEGE		III													
CLARKSON UNIVERSITY		IIC	1	1	1	1	44.7	34.0	27.3	24.1	34.2	16.	4	39.5	FRMLDUWT
CLINTON COMMUNITY COLLEGE		III	5	5	4		24.1	21.0	18.7	----	19.8	27.	1	25.1	FMUW
COLGATE UNIVERSITY		IIB	1*	1*	2	1	43.2	31.4	21.7	19.3	30.6	22.	1	37.3	FRMLDUWT
COLL OF INSURANCE		IIC		3	4		----	23.0	18.9		22.0	30.	1	28.5	FRMLDWT
COLLEGE OF MT SNT VINCENT		IIB	3	3	3	3	28.6	22.1	19.7	16.6	20.9	15.	4	24.0	FRM
COLLEGE OF NEW ROCHELLE		IIA	3	3	4	3	33.2	27.1	22.1	18.4	24.7	27.	1	31.5	FRMLDUWT
COLLEGE OF SAINT ROSE		IIA	5	5	5	4	29.2	23.2	19.2	17.0	23.2	13.	5	26.1	FRMLDWT
COLUMBIA-GREENE CC		III	3	3	2	2	29.6	24.8	22.2	18.9	23.8	30.	1*	30.9	FRMLDUW
COLUMBIA U MAIN DIVISION	35	I	1	1*	2		49.2	35.7	25.8	----	39.0	21.	3	47.1	FRLDWTH
COLUMBIA U TCHRS COLLEGE		IIC	1	1	2	3	42.1	31.3	23.4	17.6	34.0	28.	1	43.6	FRMLDUWT

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
98.	93.	45.	6.					38	30	34	10	5	13	13	8	----	24.8	21.5	18.3	----	23.9	20.7	17.7
	ALL								4	2			1	3	1		----	----			----	----	----
32.	23.	4.						20	29	19		2	6	6		----	21.4	18.6		----	20.3	19.0	
43.	24.			3.8	4.1	5.2	4.3	6	18	15	5	1	7	3	2	----	26.1	----	----	----	23.2	----	----
				-----	10.1	10.4	-----	26	5	2		8	9	10	3	23.7	----	----		28.2	----	----	----
ALL	70.	80.	ALL					9	9	2	5	2	1	3		----	----	----	----	----	----	----	
ALL	83.	67.	ALL					3	12	2	1	1		1		----	18.4	----	----	----		----	
								2	2	6	1	2	1	5	1	----	----	----	----	----	----	----	----
98.	91.	38.		4.8	4.8	4.1	5.9	41	28	37	5	2	7	16	3	----	25.8	21.5	----	----	23.9	20.7	----
80.	62.							2	6	3	2	3	7	14	5	----	22.5	----	----	----	19.9	----	----
ALL	91.	63.		5.8	6.1	6.8	5.8	17	18	19	8	3	5	19	8	----	----	22.4	17.7	----	----	20.2	17.5
ALL	95.	9.		5.7	7.3	8.9	7.7	161	156	75	9	2	30	58	3	----	28.3	23.7	----	----	27.4	20.7	----
											2				1				----				----
ALL	94.	73.	60.					11	17	25	2	2	16	12	3	----	26.2	24.3	----	----	25.5	20.2	----
ALL	99.	81.	28.					24	46	34	8	12	24	29	10	39.4	34.3	28.6	22.6	37.6	33.1	26.7	20.8
											2				16				----				----
ALL	90.	14.		6.2	6.0	6.1	-----	7	8	10	4	1	2	4	4	----	----	----	----	----	----	----	----
94.	98.	74.	15.					28	32	29	9	7	11	21	25	36.1	30.8	24.6	19.3	35.2	30.5	25.0	18.0
ALL	94.	73.	21.					13	24	17	8	4	12	5	11	----	28.4	----	20.9	----	24.2	----	17.5
ALL	ALL	90.						13	17	35		2	6	24		----	31.8	27.4		----	28.1	24.0	
ALL	ALL	10.						5	4	8		4	3	13	7	----	----	18.2		----	----	17.9	14.9
ALL	67.			-----	-----	8.2				4		3	3	11				----		----	----	----	
ALL	97.	70.	21.					20	44	41	6	4	25	28	28	----	29.7	24.7	20.2	----	29.3	23.8	20.5
ALL	91.	88.	83.					5	9	11	7	2	2	6	5	----	----	29.3	----	----	----	22.7	----
ALL	88.			5.0	8.2	9.2	10.4	40	25	16	3	13	8	6	3	32.4	25.1	18.9	----	27.9	22.1	19.2	----
ALL	83.	50.		-----	-----	-----	-----	2	4	4	2		2	2	3	----	----	----	----		----	----	----
98.	78.	25.		8.5	9.0	9.3	-----	47	33	11	1	7	8	5	1	39.6	32.6	----	----	----	36.6	32.3	----
95.	74.	46.		8.5	8.9	10.2	9.0	39	32	10	6	16	7	14	5	38.8	32.1	27.0	----	39.3	31.5	26.6	----
99.	74.	15.	60.	8.5	9.2	9.4	-----	122	54	26	1	16	23	13	4	41.3	33.8	26.9	----	38.6	30.3	24.5	----
				-----	6.5	6.1	-----	2	2	2		4	7	19	10	----	----	----	----	----	----	----	15.4
	88.	ALL						2	6	6	3	6		11	8	----	25.1	23.5	----	----		20.3	----
ALL	98.	75.	36.					91	76	75	8	21	23	43	3	38.1	30.7	24.8	----	38.8	28.5	24.5	----
ALL	ALL	ALL	60.	7.9	7.4	8.1	-----	8	18	17	3		7	10	2	29.7	28.9	26.7	----		28.2	26.4	----
								3		4	1			2		----		----	----			----	
ALL	96.	78.	25.					67	52	53	4	21	32	43	4	38.4	30.6	25.4	----	38.7	30.6	24.9	----
ALL	95.	76.	23.					15	36	25	9	3	8	17	13	----	30.3	26.1	20.6	----	28.4	24.2	18.2
				7.0	7.3	7.6	8.2																
98.	95.	29.		6.9	6.5	6.8	-----	39	51	24		2	10	11	4	----	27.8	23.4		----	27.2	21.7	----
96.	95.	56.	37.	1.5	2.9	3.0	4.1	88	103	101	12	34	48	66	7	37.4	29.6	24.3	19.5	36.1	29.2	23.6	20.2
ALL				8.4	-----	-----	-----	7		1	1					17.8		----	----				
ALL	91.	37.						72	95	39			6	12		43.5	34.5	28.6			30.5	28.1	
ALL	50.							1	4	3				1		----	----	----				----	
ALL	ALL	86.	14.					13	32	8	10	2	11	14	11	----	33.1	28.3	17.9	----	29.7	22.1	18.8
ALL	ALL	40.	19.					4	3	5	8	8	1	10	19	----	----	----	18.2	----	----	----	17.5
94.	ALL			7.0	-----	7.0		17	3	6	1		2	4		40.6	----	----	----		----	----	
ALL	ALL			9.6	10.7	10.8		301	50	148	9	11	10	32	1	51.1	32.7	25.5	----	45.8	32.1	24.9	----
ALL	ALL	49.		4.8	4.6	6.3	-----	31	33	31		8	12	12	1	36.5	30.8	24.6		36.1	29.2	25.0	----
88.	84.	10.		7.6	10.2	10.1	-----	36	78	51	1	4	17	19	3	----	31.5	25.5	----	----	26.9	24.1	----
ALL	86.	15.						37	64	35	10	3	20	19	14	----	34.3	24.1	21.9	----	33.6	24.8	19.7
99.	86.	12.						107	93	66	6	16	38	52	11	48.4	36.1	25.6	21.5	48.1	32.7	25.8	18.9
99.	96.	8.						413	298	254	30	58	99	139	29	47.8	33.2	24.7	18.4	45.9	32.5	23.6	18.5
75.	85.	18.		7.0	7.0	7.4	7.0	28	47	24	5	4	6	9	9	----	25.0	20.9	----	----	24.0	19.3	----
92.	80.	38.	9.					74	71	69	6	12	29	56	16	36.3	30.2	24.6	22.0	32.8	27.0	22.7	18.3
ALL	91.	46.	20.	3.8	8.4	8.5	7.1	10	18	12	5	5	15	14	5	----	26.7	23.5	----	----	27.4	20.3	----
ALL	88.	13.		2.6	2.9	5.1	4.8	27	38	35	19	3	12	18	8	----	28.5	22.5	19.4	----	28.3	22.0	18.4
98.	95.	66.	33.	2.6	3.4	3.9	4.1	70	93	79	7	19	19	51	14	38.4	31.2	25.4	21.1	37.7	30.3	24.5	20.2
A'L	95.	73.	12.					28	36	20	11	5	23	36	23	----	26.9	22.0	18.7	----	25.8	22.3	16.3
A'L	95.	30.		4.0	4.2	5.1	-----	13	19	10	3	4	3	10	1	----	----	20.0	----	----	----	20.3	----
ALL	77.	44.		13.9	10.3	12.4	11.1	5	8	4	6	2	5	5	2	----	----	----	----	----	----	----	----
96.	94.	41.	5.	4.7	5.5	7.8	7.5	84	68	66	11	29	39	41	9	37.9	30.1	24.2	19.9	37.2	29.9	24.4	19.0
80.	72.	7.						4	12	9		1	6	5	4	----	18.4	----		----	18.3	----	----
										5				1				----				----	
90.	83.	37.		.1	.7	1.0	1.8	26	31	43	3	4	9	14	8	----	28.7	24.9	----	----	26.9	23.1	----
		ALL	33.			-----				4	35			1	13			----	19.8			----	19.6
93.	78.			5.0	3.0	2.0		39	25	21		1	2	3		----	----	----		----	----	----	
											35				19				27.8				25.5
ALL	ALL	64.	4.					5	14	21	17	1		1	6	----	25.0	----	19.4	----		----	18.9
97.	69.	8.			.2	.5		192	136	114	7	14	14	41	15	36.0	27.4	22.7	20.1	31.6	24.7	21.3	17.1
				-----				3	5	5	5		3	2	2	----	----	----	----		----	----	----
ALL	50.	20.		-----	-----	-----	.7	1		4	3	3	2	1	3	----		----	----	----	----	----	----
						-----	.4			2	4			1	3			----	----			----	----
ALL		40.		-----		-----	.8			3	7	1		2	7			----	14.8	----		----	20.0
	ALL	ALL	29.		4.5	6.1	2.4		5	6	28		1	1	14		----	----	22.9		----	----	20.1
94.	88.	19.	13.	.2	.2	.1		258	187	119		18	36	81	15	37.1	27.2	23.5		31.7	26.7	20.7	17.3
ALL									1			1					----			----			
ALL	95.	35.						7	18	15	5	1	4	5	4	----	----	----	----	----	----	----	----
ALL	56.	20.						12	17	15	10	1	1			----	----	18.1	16.4	----	----		
98.	9..	40.	17.	6.4	6.3	7.5	6.8	90	65	42	8	17	53	50	4	39.4	30.9	26.0	----	37.8	29.2	25.0	----
ALL	89.	31.	18.					21	15	16	5	6	4	10	6	29.2	----	19.3	----	31.7	----	19.0	----
ALL	ALL			3.8	4.7	-----	-----	9	7	5	1		2		3	35.5	----	----	----		----		----
98.	72.	25.		11.6	10.7	11.9	11.8	45	41	23	5	1	2	25	2	----	----	23.3	----	----	----	21.4	----
ALL	84.	40.						13	19	9	1			1		39.4	31.8	----	----			----	
ALL	92.			7.5	8.2	9.1		25	11	7		3	2	5		----	----	----		----	----	----	
ALL	79.			5.9	7.2	8.6	6.1	19	7	22	5	29	12	29	26	45.2	27.9	25.2	----	42.6	28.8	22.9	----
															9								15.4
											1				17			----					----
ALL	94.	40.	29.					30	48	32	7	8	14	26	7	29.4	24.6	20.1	19.2	27.3	23.4	18.2	16.8
											27				22				20.9				18.1
97.	93.	29.		6.1	5.9	7.0	-----	38	63	37	5	1	4	12		----	----	23.0	----	----	----	21.5	
ALL	91.	90.		9.8	8.6	9.4	13.5	41	5	5	5	2	6	5	4	----	----	----	----	----	----	----	----
				-----	-----	-----	7.4																
84.	68.	5.						55	58	54	4	1	2	10	2	----	----	27.7	----	----	----	25.5	----
ALL	91.	38.						6	6	8	1	1	5	8	2	----	----	19.1	----	----	----	18.2	----
92.	91.			8.8	9.1	10.9	12.1	50	39	35	8	1	6	24	6	----	31.9	22.0	20.4	----	28.6	21.3	17.8
								4	11	8			2			----	----	18.9			----		
ALL	95.	19.		3.5	4.6	4.1	4.0	2	5	9	1	4	17	17	6	----	----	19.2	----	----	----	19.9	----
ALL	94.	22.		10.2	7.9	8.8	13.5	3	14	13		10	17	28	12	----	27.3	22.4		----	27.0	21.9	18.4
96.	97.	20.	9.	5.0	5.0	5.4	5.0	7	16	8	5	18	23	12	6	29.9	23.3	19.6	----	29.0	23.1	18.9	----
ALL	ALL	50.						7	6	5	4	1	3	5	4	----	----	----	----	----	----	----	----
92.	44.			6.8	7.2	7.3		436	77	198	2	30	23	78		49.6	35.9	26.2	----	43.0	34.9	25.0	
ALL	65.			5.2	6.1	8.0	7.6	49	19	11	3	14	25	12	6	42.2	32.4	23.1	----	41.9	30.5	23.7	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
N E W Y O R K (CONTD)															
CMTY COLLEGE FINGER LAKES		III	5	4-	4	4	22.9	22.6	18.5	15.7	20.4	24.	2	25.3	FRMLD
COOPER UNION		IIB	1	1*	1*		37.3	30.0	27.0		34.6	23.	1	42.7	FRMLDUW
CORNELL UNIV ENDOWED CLLS	36	I	1	1	1	1	47.0	33.0	27.0	22.5	37.5	21.	3	45.4	FRMLDUWT
CORNELL UNIV STATUTORY CLLS		I	2	2	1	2	42.0	32.4	27.2	20.8	34.0	27.	1	43.3	FRMLDUWT
CORNING COMMUNITY COLLEGE		III	2	3	4		33.3	25.6	20.1	----	27.9	25.	2	35.0	FRMLDW
CULINARY INST OF AMERICA		IV				2				24.8	24.8	15.	4	28.6	FRMLDUWO
DAEMEN COLLEGE		IIB	4	3	3		25.6	23.0	19.7	----	22.1	21.	2	26.6	FRMDUWT
DOMINICAN C OF BLAUVELT		IIB		3	2	5	----	23.0	20.7	10.7	18.3	16.	4	21.2	FRMLDWT
DUTCHESS CMTY COLLEGE		III	1	1	2	4	35.0	28.8	22.9	16.2	25.9	26.	1	32.7	FRMDUW
D'YOUVILLE COLLEGE		IIC	3	4	4	5	28.5	21.5	17.3	12.7	19.4	15.	4	22.3	FRMLDUWT
ELIZABETH SETON COLLEGE		III		4	5		----	21.9	17.4	----	18.9	18.	4	22.4	FRMLDW
ELMIRA COLLEGE		IIA													
ERIE CC CITY CAMPUS		III	2	1	2	2	31.1	28.5	23.8	19.1	22.8	26.	1	28.8	FRMUW
ERIE CC SOUTH CAMPUS		III	2	2	1	3	31.9	28.0	24.8	18.4	22.1	24.	2	27.5	FRMUW
FORDHAM UNIVERSITY		I	1	1	1	1*	45.1	34.3	26.4	24.3	34.4	19.	4	41.0	FRMLDUWT
FRIENDS WORLD COLLEGE		IIB				5				13.0	13.0	13.	5	14.7	FMLWH
FULTON-MONTGOMERY CC		III	2	2	1	3	32.0	27.7	24.0	17.8	24.9	29.	1	32.2	FRML
GENESEE COMMUNITY COLLEGE		III	4	4	5		26.2	22.3	18.2	----	23.2	31.	1*	30.5	FRMLDUW
HAMILTON COLLEGE		IIB	1*	1*	2	1	38.8	30.3	21.7	19.5	28.6	20.	2	34.4	FRMLDUWTO
HARTWICK COLLEGE		IIB	2	2	3		30.3	26.7	20.1	--	25.8	18.	3	30.3	FRMLDT
HERKIMER CO CMTY COLLEGE		III	3	2	4	5	29.8	25.9	19.7	14.9	21.8	24.	2	27.1	FRMLDW
HILBERT COLLEGE		III			5	5	----	----	15.7	15.5	16.2	17.	4	18.9	FRMLDW
HOBART-WILLIAM SMITH CLLS		IIB	1	1	1		36.7	28.6	22.6	----	29.5	23.	1	36.3	FRMLDUWT
HOFSTRA UNIVERSITY		IIA	1	1	1	1*	39.0	31.6	25.3	23.1	32.1	21.	3	38.7	FRMLDT
HUDSON VLY CMTY COLLEGE		III	2	2	2	3	30.9	27.3	22.5	17.5	24.0	23.	2	32.1	FRMDW
IONA COLLEGE		IIA	1	1	1	1	38.5	31.2	25.5	20.8	30.0	18.	4	35.5	FRMLDW
ITHACA COLLEGE		IIB	1	1	1	3	33.4	28.1	22.1	16.8	25.9	22.	1	31.8	FRMLDUWT
JAMESTOWN CMTY COLLEGE		III	2	3	3	4	30.9	25.2	20.7	16.9	23.3	27.	1	29.6	FRMLDUW
JEFFERSON CMTY COLLEGE		III	1	1	2		34.5	29.3	22.2	----	26.7	34.	1*	35.7	FRMLDUW
JULLIARD SCHOOL		IIC	5				13.5				13.5	14.	4	15.4	FRMLUT
KEUKA COLLEGE		IIB	5		5	5	18.0	----	13.5	12.8	14.5	12.	5	16.3	FMLDUW
KING'S COLLEGE		IIB	4		3		25.6	----	19.7	----	21.3	22.	1	25.9	FRMLWTHO
LAB INST OF MERCHANDISING		IV								----	----	---	3	----	RMLUO
LE MOYNE COLLEGE		IIB	1	1	2	1	32.9	26.8	21.5	20.3	25.4	18.	3	30.0	FRMLDUW
LONG ISLAND UNIVERSITY		IIA	3	2	2	2	35.0	28.4	23.2	19.3	29.7	23.	2	36.4	FRMLDUWT
MANHATTAN COLLEGE		IIA	1	1*	1	2	39.7	32.7	25.4	20.2	30.3	25.	1	37.9	FRMLDUWT
MANHATTANVILLE COLLEGE		IIA	4	2	5	3	32.1	28.5	19.3	18.2	25.0	18.	4	29.4	FRMLDUW
MANNES COLLEGE OF MUSIC		IIC				5				11.6	11.6	13.	5	13.1	FRMLW
MARIA COLLEGE OF ALBANY		III			5	5	----	----	16.2	13.8	15.5	14.	5	17.6	FRMUWTO
MARIA REGINA COLLEGE		III					----	----	----	----	11.7	10.	5	12.9	FMW
MARIST COLLEGE		IIB	1	1	1		34.4	27.3	23.1	----	25.3	24.	1	31.3	FRMLDUWT
MARYKNOLL SCH OF THEOL		IIC	4				23.6	----	----		20.7	10.	5	22.8	FRMLDW
MARYMOUNT COLLEGE		IIB	2	3	3		29.2	24.2	20.1	----	24.0	19.	3	28.5	FRMDUW
MARYMOUNT MANHATTAN C		IIB		4	4		----	21.9	18.6	----	20.0	19.	3	23.8	FRMLDUT
MATER DEI COLLEGE		III													
MERCY COLLEGE		IIB	1	1	1	4	34.8	27.8	22.7	16.1	24.5	15.	4	28.2	FRMLD
MOHAWK VLY CMTY COLLEGE		III	2	2	1	3	30.5	26.6	24.3	18.3	24.2	27.	1	30.7	FRM
MOLLOY COLLEGE		IIC	2	4	3	4	36.0	19.3	19.0	13.7	19.3	18.	3	22.7	FRMDUW
MONROE COMMUNITY COLLEGE	4	III	1	1	1	2	35.6	30.0	24.4	20.2	29.5	26.	1	37.0	FRMLDUW
MOUNT SAINT MARY COLLEGE		IIB	3	4	3	5	27.7	20.5	19.0	14.7	19.6	14.	5	22.3	FRMDUW
NASSAU COMMUNITY COLLEGE		III	1*	1*	1*	1*	42.6	35.6	28.8	23.9	35.0	25.	2	43.8	FRM
NAZARETH C OF ROCHESTER		IIB	2	2	1		31.1	26.0	22.1	----	25.3	17.	3	29.5	FRMLDUW
NY COLLEGE PODIATRIC MED		IIC	2	2	2	1	34.7	29.1	22.7	21.0	26.4	16.	4	30.5	FRMLDUW
NY INST TECHN MAIN CAMPUS		IIA	2	1	1	2	35.3	30.7	25.5	19.3	27.6	22.	2	33.7	FRMLDUW
NEW YORK MEDICAL COLL		IIC													
NEW YORK UNIVERSITY		I	1	1	1*	1	49.2	34.1	28.5	22.9	39.2	20.	3	46.9	FRMLDUWO
NIAGARA CO CMTY COLLEGE	37	III	1	2	3	3	34.7	26.3	21.6	17.4	25.8	19.	3	30.8	FRMW
NIAGARA UNIVERSITY		IIA	4	5	4		30.3	24.2	21.4		25.1	22.	2	30.5	FRMLDUWT
N COUNTRY CMTY COLLEGE		III		2	2	4	----	26.8	22.9	17.1	23.7	26.	1	29.7	FRMLUW
OLEAN BUSINESS INST		IV				5				10.5	10.5	2.	5	10.8	M
ONONDAGA CMTY COLLEGE		III	2	2	3	2	31.6	26.5	20.9	19.3	25.2	26.	1	31.7	FRMW
ORANGE CO CMTY COLLEGE		III	1*	1*	1	1	36.8	32.7	25.5	21.2	28.6	27.	1	36.3	FRMDW
PACE UNIVERSITY NEW YORK		IIA	1	1*	1*	1	39.5	32.0	26.6	22.3	32.2	20.	3	38.5	FRMLDUWT
PRATT INSTITUTE		IIA	3	3	3		34.8	27.4	22.7	----	29.7	28.	1	38.0	FRMLDWT
RENSSELAER POLY INSTITUTE		I	1	1*	1*		47.2	34.8	28.5	----	39.0	21.	3	47.3	FRMLDWT
ROCHESTER INST TECHNOLOGY		IIA	2	1	1	1	36.4	31.3	25.9	22.2	28.1	20.	3	33.6	FRMLDUWT
ROCKEFELLER UNIVERSITY		IIC	1*	1	1	1	63.9	35.1	25.1	20.2	32.2	23.	2	39.7	FRMLDT
ROCKLAND CMTY COLLEGE		III	2	1	2	3	32.6	28.7	23.3	18.0	27.2	27.	1	34.6	FRMDUW
RUSSELL SAGE C MAIN CAM		IIA	3	4	4	4	33.9	26.2	21.0	17.3	25.4	21.	3	30.7	FRMLDUWT
RUSSELL SAGE JC OF ALBANY		IV				4				19.3	19.3	23.	1	23.8	FRMLDUWT
SAINT BONAVENTURE U		IIA	5	5	5	3	28.8	24.5	20.6	18.6	23.5	23.	2	28.8	FRMLDT
SAINT FRANCIS COLLEGE		IIB	1	1	1		37.0	27.9	22.0	----	27.6	22.	1	33.6	FRMLDUW
SAINT JOHN FISHER COLLEGE		IIB	2	1	2	2	32.2	27.0	21.9	18.6	25.4	18.	3	29.9	FRMLDUW
SNT JOSEPHS SEM & COLLEGE		IIC					----				----	---		----	RMH
SAINT LAWRENCE UNIVERSITY		IIB	1*	1*	1*	1*	41.2	34.1	27.0	22.3	33.2	24.	1	41.2	FRMLDUWTHO
SAINT THOMAS AQUINAS C		IIB	3	3	3	3	27.7	22.7	20.1	17.4	21.3	13.	5	24.1	FRMLDW
SARAH LAWRENCE COLLEGE	7	IIA									29.9	23.		36.8	FRMLDUWT
SCHENECTADY COUNTY CC		III	2	3	4	4	30.5	25.0	18.9	16.4	22.2	27.	1	28.1	FRM
SIENA COLLEGE		IIB	1	2	2		33.7	25.7	21.5	----	24.5	23.	1	30.2	FRMLDWTO
SKIDMORE COLLEGE		IIB	1	1	1		37.8	28.1	22.9	----	28.5	21.	2	34.4	FRMLDUWT
SUNY AGRL & TECH C ALFRED		III	2	1	2	3	33.2	29.1	23.6	17.7	27.4	26.	1	34.5	FRMDUW
SUNY A&T CANTON		III	2	2	3	2	30.5	25.9	21.8	19.3	25.4	26.	1	32.1	FRMDUW
SUNY AGRL TECH C COBLESKL		III	2	3	2	2	31.1	25.6	22.4	19.6	25.7	26.	1	32.4	FRMDUW
SUNY AGRL & TECH C DELHI		III	2	3	3	3	31.0	25.7	21.5	17.8	25.1	27.	1	31.8	FRMDUW
SUNY AGRL TECH C FARMNGDL		III	1	2	2	2	34.9	27.5	22.5	18.8	27.2	26.	1	34.2	FRMDUW
SUNY AGRL TECH C MORRISVL		III	2	2	2	2	32.8	27.1	22.3	19.0	26.2	26.	1	33.0	FRMDUW
SUNY COLLEGE AT BROCKPORT		IIA	1	1*	1	4	38.9	31.8	25.5	17.3	30.9	25.	1	38.7	FRMDUW
SUNY COLLEGE AT BUFFALO		IIA	1	2	2	2	37.0	29.1	23.4	19.3	30.3	26.	1	38.0	FRMDUW
SUNY COLLEGE AT CORTLAND		IIA	2	2	3	4	36.6	28.8	22.5	17.8	29.8	25.	1	37.2	FRMDUW
SUNY COLLEGE AT FREDONIA		IIA	1	1	2	4	38.0	29.7	24.0	17.9	31.2	25.	1	39.1	FRMDUW
SUNY COLLEGE AT GENESEO		IIA	1	1	3	2	38.9	31.2	22.5	19.7	29.5	25.	1	36.9	FRMDUW
SUNY COLLEGE AT NEW PALTZ		IIA	2	1	1		36.5	30.1	24.9	----	31.6	25.	1	39.6	FRMDUW
SUNY COLLEGE OLD WESTBURY		IIB	1*	1*	1	1	43.8	31.7	24.0	20.1	28.4	25.	1	35.6	FRMDUW
SUNY COLLEGE AT ONEONTA		IIB	1	1	1*		37.2	29.5	24.8	----	31.3	26.	1	39.3	FRMDUW
SUNY COLLEGE AT OSWEGO		IIA	1	2	3	3	38.5	29.3	22.7	18.5	30.0	26.	1	37.7	FRMDUW
SUNY COLLEGE PLATTSBURGH		IIA	2	1	2	3	36.8	29.8	23.3	19.1	29.7	26.	1	37.3	FRMDUW
SUNY COLLEGE AT POTSDAM		IIA	2	2	3	4	36.1	29.3	23.0	18.0	28.7	26.	1	36.1	FRMDUW
SUNY COLLEGE AT PURCHASE		IIB	1*	1	2		38.7	28.4	21.5	----	26.9	25.	1	33.7	FRMDUW
SUNY C OF TECH UTICA-ROME		IIA		2	3		----	29.2	22.8	----	25.4	26.	1	31.9	FRMDUW
SUNY C ENVRNMTL SCI-FORS		IIA	2	2	1		35.8	28.9	24.5	----	32.5	25.	1	40.7	FRMDUW
SUNY EMPIRE STATE COLLEGE		IIB	1	1	1		36.7	29.0	23.4	----	27.2	25.	1	34.1	FRMDUW
SUNY MARITIME COLLEGE		IIB	1*	1	1		38.3	26.9	22.8	----	28.8	26.	1	36.2	FRMDUW
SUNY STATE C OF OPTOMETRY		IIC	1	1	1		45.0	35.3	28.4	----	31.8	24.	2	39.4	FRMDUW
SUNY AT ALBANY		I	1	1*	1		47.6	34.8	26.3		37.1	24.	1	46.1	FRMDUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
ALL	96.	54.	20.					15	14	13	4	4	9	11	6	----	22.5	18.0	----	----	22.7	19.0	----
ALL	ALL	14.		7.4	6.4	-----		31	6	4		1	1	3		----	----	----		----	----	----	
99.	89.							404	144	120	7	14	27	41	2	47.2	33.6	27.2	----	39.7	29.9	26.2	----
98.	86.	1.						291	163	121	9	21	27	44	5	42.3	32.5	27.6	----	38.9	31.6	25.8	----
ALL	91.	25.		5.5	5.5	5.5	-----	46	14	14	1	8	8	10	3	34.0	26.5	20.2	----	29.2	23.9	19.9	----
											77				19				26.7				17.2
93.	79.	20.						11	14	11	1	3	14	14	3	----	23.1	19.9	----	----	22.9	19.6	----
ALL	ALL	55.							4	4	3	2	2	18	11		----	----	----	----	----	----	----
ALL	ALL	89.	6.	1.3	2.0	3.0	5.1	28	30	18	15	6	14	17	19	35.5	29.6	23.6	16.4	32.8	27.0	22.2	16.0
ALL	70.	15.		5.5	5.5	5.1	-----	4	10	7	1	2	20	24	6	----	20.5	18.0	----	----	22.1	17.2	----
				4.9	13.3	14.0	-----		4	8	1	1	8	8	2		----	18.1	----	----	----	16.7	----
ALL	ALL	ALL	41.					8	8	7	30	2	8	5	21	----	28.5	----	18.3	----	28.5	----	20.4
ALL	ALL	89.	41.					14	9	12	41	1	2	6	29	----	----	24.7	18.4	----	----	25.0	18.4
94.	77.	32.		6.5	6.4	6.0	6.2	119	120	113	10	18	40	52	4	45.7	33.8	26.5	----	41.0	35.7	26.0	----
											10				4				----				----
ALL	ALL	86.						10	19	9	3	1	5	5	5	----	----	----	----	----	----	----	----
				7.7	8.1	8.9	-----	26	14	3	1	5	10	5	3	----	22.5	----	----	----	22.1	----	----
95.	96.			5.5	6.8	9.0	-----	41	20	33	6		7	22	3	38.8	30.9	22.4	----		28.6	20.7	----
97.	88.	13.		5.1	6.6	6.4	-----	28	28	16	1	4	6	15		----	27.1	20.8	----	----	24.5	19.5	
ALL	96.	70.						10	21	15	6	1	4	5	4	----	----	----	----	----	----	----	----
				-----	-----	10.0	10.0		1	4	4	1	1	3	7		----	----	----	----	----	----	----
ALL	83.			8.6	10.2	11.7	-----	41	22	28	2	6	7	12	2	36.8	28.9	22.8	----	35.6	28.8	22.1	----
96.	77.	16.						119	75	79	16	23	26	31	4	39.6	32.6	25.6	----	36.2	28.8	24.4	----
99.	97.	64.	3.					65	70	42	15	24	17	24	23	31.4	27.5	23.4	18.4	29.3	24.7	20.7	16.9
90.	72.	36.		5.3	5.5	5.5	7.2	35	43	39	8	4	10	17	8	----	32.0	25.3	21.3	----	28.1	25.8	20.3
96.	93.	14.		7.5	8.1	9.1	14.1	43	89	80	6	18	18	45	5	33.9	28.3	22.5	----	31.2	27.1	21.3	----
ALL	97.	61.		6.6	4.9	3.9	8.0	15	26	21	7	3	7	10	12	----	25.1	21.0	17.1	----	25.5	20.1	16.8
ALL	93.	67.	20.					13	11	8	4	2	3	4	1	----	----	----	----	----	----	----	----
								74				42				13.5				13.5			
		-----				3.2	-----	7	3	5	2	3	2	13	5	----	----	----	----	----	----	----	----
ALL	40.	46.						10	5	21	2	2		7		----	----	19.8	----	----		19.6	
											1				1				----				----
ALL	95.	24.						19	34	28	9	1	8	5	7	----	27.2	----	20.9	----	24.9	----	19.6
94.	55.	13.						222	135	71	16	38	49	60	13	35.3	28.9	24.0	20.1	33.1	27.3	22.3	18.3
92.	87.	31.		6.3	7.1	7.7	11.1	35	63	65	11	1	5	13	1	----	----	25.7	----	----	----	23.8	----
ALL	83.	19.		7.0	7.0	7.0	9.8	10	9	9	3	11	3	12	3	32.1	----	19.4	----	32.1	----	19.3	----
											9				10				10.6				12.6
ALL	ALL	80.						1		2		4	3	8	18	----		----		----	----	----	13.8
								1					2	1	2	----					----	----	----
				7.6	7.3	8.5	-----	12	19	35	1		2	19	2	34.4	----	24.1	----		----	21.2	----
				9.3	4.5	-----		3	3			3	1	1		----	----			----	----	----	
ALL	ALL	17.		8.0	8.0	8.0	-----	13	11	8	1	4	14	10	2	----	24.9	22.1	----	----	23.7	18.5	----
50.	83.	50.						2	5	14		2	7	16	2	----	----	18.9		----	----	18.3	----
				-----	-----	7.0	8.2																
73.	21.							25	26	50	26	15	21	41	23	34.4	26.5	24.0	15.4	35.6	29.5	21.2	16.9
27.	91.	64.	13.					26	31	33	26		14	12	20	30.5	27.7	24.6	18.8		24.0	23.6	17.7
ALL	82.	60.		7.8	7.5	7.6	7.5	1	9	4	1	7	13	49	21	----	23.0	----	----	----	16.8	----	----
99.	97.	65.	14.	7.5	8.0	9.0	10.1	69	65	37	13	26	26	45	8	35.8	30.1	25.2	21.2	35.1	29.6	23.7	18.8
ALL	83.	32.		5.8	8.9	7.2	7.7	3	3	7	1	4	3	15	9	----	----	18.8	----	----	----	19.2	----
ALL	98.	84.						147	64	66	34	58	51	63	41	43.1	36.3	29.7	24.0	41.5	34.8	28.0	23.7
ALL	71.	9.		5.8	6.5	7.3	-----	9	17	13	2	10	17	19	2	31.1	26.1	22.0	----	31.0	25.8	22.1	----
				11.1	11.1	11.1	11.1	10	14	21	5		1	2	2	34.7	----	----	----		----	----	----
79.	48.	6.		6.8	6.8	8.3	7.4	25	56	62	10	3	8	22	18	----	30.6	26.9	20.3	----	31.0	21.5	18.8
				10.3	13.1	10.6	7.2																
95.	70.			7.1	7.7	9.4	9.7	424	233	155	31	85	82	82	24	50.4	36.4	28.8	25.0	43.3	33.3	27.8	20.2
ALL	ALL	81.	8.					30	31	17	14	5	12	10	12	----	27.1	21.7	17.8	----	24.3	21.3	17.0
92.	91.	20.		7.2	7.4	8.2	8.2	28	35	26		10	21	15		31.6	24.8	22.0		26.4	23.1	20.3	
ALL	85.	63.	10.					4	11	9	3	1	2	7	7	----	----	23.0	----	----	----	22.7	----
											2				7				----				----
ALL	ALL	96.	80.					33	48	47	5	15	31	35	5	31.7	26.9	20.7	----	31.2	25.8	21.1	----
ALL	98.	87.	23.					19	35	22	13	4	8	16	18	----	32.5	25.4	23.1	----	33.7	25.6	19.8
86.	54.	44.		7.3	7.4	7.4	9.3	130	73	73	6	33	40	69	22	40.1	32.1	26.7	23.6	36.8	32.0	26.5	22.0
92.	67.	12.		9.4	9.2	9.3	-----	55	38	14		4	7	12	1	----	27.9	24.3		----	25.1	20.9	----
94.	81.			9.9	8.2	9.5	-----	163	108	70		4	5	13	1	----	----	29.1		----	----	25.3	----
92.	82.	21.	5.	5.4	5.6	7.1	5.9	97	151	139	35	11	25	50	27	36.9	31.5	26.2	22.4	32.5	29.7	25.0	21.8
ALL	29.			8.8	7.9	7.8	7.2	51	51	78	65		4	17	27	63.9	----	25.4	20.1		----	23.6	20.5
ALL	ALL	82.						29	25	18	5	17	11	21	11	34.1	29.0	25.0	----	30.1	28.0	21.8	----
ALL	98.	29.		5.1	6.2	6.6	5.2	18	18	16	3	13	22	35	6	33.8	27.7	21.2	----	34.0	25.0	20.8	----
			50.				4.9				14				34				22.7				17.7
97.	71.	36.	17.	5.6	9.1	6.1	5.9	33	52	43	12	1	3	7	6	----	----	20.6	19.1	----	----	20.7	17.7
93.	55.	20.		6.0	6.0	8.8	-----	14	16	13	3	1	4	7	1	----	----	22.7	----	----	----	20.6	----
ALL	53.							17	31	24	5	1	5	11	3	----	----	22.8	----	----	----	19.9	----
ALL								5								----							
98.	89.	22.		9.7	10.2	10.5	10.4	48	43	35	8	5	4	11	2	----	----	28.3	----	----	----	23.2	----
ALL	86.	29.		-----	-----	7.0	7.2	4	3	14	5	3	4	10	2	----	----	20.4	----	----	----	19.6	----
			60.				9.0				32				23				31.2				28.1
ALL	80.	36.						7	15	6	4	3	5	5	4	----	----	----	----	----	----	----	----
ALL	ALL	13.		8.8	8.9	9.2	-----	21	20	54	2	1	3	16		----	----	21.7	----	----	----	20.8	
93.	93.	10.		8.2	9.2	10.4	-----	37	25	39	2	9	17	28	2	38.0	28.1	22.8	----	36.6	28.2	23.0	----
ALL	97.	44.						64	55	40	16	3	7	12	12	----	29.4	23.9	18.5	----	26.7	22.7	16.7
ALL	92.	31.						32	22	24	8	7	3	11	6	30.7	----	22.4	21.2	29.7	----	20.6	16.7
								39	20	29	12	11	7	11	10	31.1	26.1	22.5	21.2	31.1	24.3	22.1	17.8
								37	29	30	11	1	7	7	4	----	25.9	21.8	----	----	24.8	20.4	----
99.	93.	48.						82	61	62	16	14	20	39	17	35.3	27.9	23.1	18.8	32.9	26.0	21.5	18.7
ALL	97.	52.	39.					35	31	29	8	6	6	17	10	33.2	27.5	23.0	19.1	30.7	25.1	21.2	19.0
98.	97.	54.	12.					95	99	57	2	10	20	34	24	39.1	31.8	26.3	----	36.1	31.8	24.3	----
ALL	94.	30.	5.					141	133	62	14	28	42	43	6	37.0	29.4	24.1	18.9	36.7	27.9	22.5	20.2
ALL	97.	41.	8.					91	68	41	5	12	18	20	8	36.6	29.1	22.8	----	36.1	27.5	21.9	----
64.	55.	7.						94	66	34	5	5	8	9	7	----	29.9	24.3	----	----	28.1	22.5	----
ALL	94.	23.	9.					64	65	53	3	7	5	18	8	39.1	----	22.6	----	37.6	----	22.4	----
95.	82.	42.						114	85	37	1	13	23	16	3	36.6	30.6	25.3	----	35.5	28.5	24.1	----
81.	79.	20.						14	23	27	8	2	16	23	5	----	32.2	24.1	----	----	31.0	23.8	----
ALL	94.	68.						101	82	35		13	18	25	3	37.3	29.7	24.8		36.6	28.6	24.9	----
94.	94.	31.						107	110	49	17	8	27	28	6	38.5	29.6	23.1	19.3	38.8	28.0	22.0	16.3
99.	91.	29.						84	78	45	3	6	20	28	6	36.8	30.2	23.8	----	35.6	28.1	22.4	----
99.	86.	42.	9.					75	65	47	11	4	18	22	11	----	29.5	22.9	18.5	----	28.4	23.2	17.6
94.	89.							16	36	25	4	1	19	16	1	----	28.6	21.7	----	----	27.9	21.3	----
50.	39.	2.						4	19	28	2		4	15		----	----	24.0	----		----	20.7	
ALL	88.	8.						62	26	12	1	1		1		----	28.9	----	----	----		----	
87.	78.	26.						11	33	19	2	4	12	16	3	----	29.4	24.1	----	----	28.1	22.6	----
94.	59.	21.						16	15	18	1	1	2	1		----	----	----	----	----	----	----	----
50.	24.	8.						5	17	8	4	1		5	1	----	35.3	----	----	----		----	----
98.	95.	19.						221	202	104		10	34	37		47.9	35.1	26.5		42.0	33.5	25.5	

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
NEW YORK	(CONTD)														
SUNY AT BINGHAMTON		I	1	1	3		46.1	33.1	25.0		35.1	25.	1	43.8	FRMDUW
SUNY AT BUFFALO		I	1	1	1		48.5	34.4	26.6	----	37.7	24.	1	46.9	FRMDUW
SUNY AT STONY BROOK		I	1	1	2		49.4	34.7	25.3	----	37.5	24.	1	46.5	FRMDUW
SUFFOLK CO CC SELDEN CAM		III	1*	1	1	2	38.8	30.0	24.6	20.1	33.3	28.	1	42.6	FRMUW
SUFFOLK CO CC ESTN CAM		III	1*		2		38.6	----	22.8	----	29.3	28.	1	37.4	FRMUW
SUFFOLK CO CC WSTN CAM		III	1*	2	2	1	36.2	27.3	23.1	21.1	27.6	26.	1	34.8	FRMUW
SULLIVAN CO CMTY COLLEGE		III	3	2	4		29.2	25.9	19.4	----	25.3	27.	1	32.1	FRML
SYRACUSE U MAIN CAMPUS		I	3	3	4	3	40.2	29.5	23.1	18.8	32.2	27.	1	40.9	FRMLDUWT
UTICA C OF SYRACUSE U		IIB	2	3	4		29.2	23.8	18.7	----	23.0	22.	1	28.1	FRMLDUWT
TOMPKINS-CORTLAND CC		III	4	5	5	5	25.7	19.7	16.7	14.5	19.0	27.	1	24.1	FRMLDW
TROCAIRE COLLEGE		III			5	5	----	----	18.0	14.9	16.5	13.	5	18.6	FRMLW
ULSTER CO CMTY COLLEGE		III	2	2	1	2	31.7	27.3	23.9	19.6	26.5	26.	1	33.4	FRMLDW
UNION COLLEGE		IIA	1	1	2	1	40.0	30.3	23.7	20.6	31.6	26.	1	40.0	FRMLDWT
UNION THEOLOGICAL SEM	PNA	IIC													
US MERCHANT MARINE ACAD	38	IIC	1*	1*	1*		47.2	37.8	29.0	----	37.7	11.	5	41.7	FRML
UTICA SCHOOL OF COMMERCE		IV				5				12.5	12.5	29.	1	16.1	FRMDUWTO
VASSAR COLLEGE		IIB	1*	1	1		41.2	28.9	22.9	----	30.0	27.	1*	38.0	FRMLDUWT
VILLA MARIA COLLEGE BFLO		III			5	5		----	16.9	13.4	15.5	24.	2	19.3	FRMUW
WELLS COLLEGE		IIB	3	3	3		28.5	24.3	19.3	----	24.0	20.	2	28.8	FRMLDUWTH
WESTCHESTER BUSINESS INST		IV				5				13.0	13.0	22.	2	15.8	FMLDUT
WESTCHESTER CMTY COLLEGE		III	1*	1*	1*	1	45.6	39.5	33.4	21.0	37.2	23.	2	45.9	FRMW
NORTH CAROLINA															
ANSON TECHNICAL COLLEGE		IV				5				13.7	13.7	22.	2	16.7	FRM
APPALACHIAN STATE UNIV		IIA	4	4	2	3	30.3	25.0	23.4	18.1	26.5	17.	4	31.0	FRMDUW
ASHEVL BUNCOMBE TECH C		IV				4				19.1	19.1	22.	2	23.2	FRMLD
ATLANTIC CHRISTIAN C		IIB	5	5	5	5	23.3	19.5	17.3	14.8	19.2	17.	3	22.4	FRMDUW
BEAUFORT CO CMTY COLLEGE		IV				5				16.2	16.2	22.	2	19.8	FRMW
BELMONT ABBEY COLLEGE	LFO	IIB		4	4		----	20.6	18.2	----	19.4	17.	3	22.6	FRMLDUW
BENNETT COLLEGE		IIB	5	5	3	4	22.5	19.3	19.7	15.7	19.3	16.	4	22.4	FRMLDUWT
BLUE RIDGE TECHNICAL C		IV				4				18.2	18.2	21.	2	22.1	FRMU
BRUNSWICK TECH C		IV				5				16.4	16.4	19.	3	19.6	FRM
CATAWBA COLLEGE		IIB	4	5	5		23.7	18.8	17.1	----	20.5	19.	3	24.3	FRMLDUWT
CATAWBA VALLEY TECH C		IV				4				18.8	18.8	20.	2	22.6	FRM
CEN CAROLINA TECH C		IV				4				17.6	17.6	20.	2	21.1	FRML
COASTAL CAROLINA CC		IV				4				17.5	17.5	21.	2	21.2	FRM
CRAVEN COMMUNITY COLLEGE		IV				4				19.9	19.9	21.	2	24.0	FRM
DAVIDSON COLLEGE	45	IIB	2	1*	1		31.7	30.6	22.9	----	28.2	25.	1	35.3	W
DUKE UNIVERSITY		I	1	1	1	2	45.4	32.6	26.3	19.8	37.6	22.	2	46.0	FRMLDUWT
EAST CAROLINA UNIVERSITY	39	IIA	3	3	4	2	33.3	27.3	22.1	19.5	26.5	18.	4	31.4	FRMDUW
EDGECOMBE TECH COLLEGE		IV				5				15.5	15.5	22.	2	18.9	FRML
ELIZABETH CITY STATE UNIV		IIB	2	2	1	1	30.8	25.2	22.6	20.1	25.3	20.	2	30.4	FRMDUW
ELON COLLEGE		IIB	3	3	3	3	27.3	22.4	19.4	16.5	21.0	19.	3	25.0	FRMLDUW
FAYETTEVILLE STATE UNIV		IIB	2	2	1	1	32.0	26.7	22.2	19.7	24.7	20.	2	29.6	FRMDUW
FAYETTEVILLE TECH INST		IV				4				19.4	19.4	21.	2	23.4	FRM
FORSYTH TECHNICAL INST		IV				4				18.3	18.3	20.	2	21.9	FRM
GARDNER-WEBB COLLEGE		IIB	5	4	4	4	23.4	20.3	19.0	15.5	20.0	18.	3	23.6	FRMLUWT
GASTON COLLEGE		IV				4				17.7	17.7	21.	2	21.4	FRMT
GUILFORD COLLEGE		IIB	2	2	3		30.8	24.6	19.7	----	24.6	21.	2	29.7	FRMLDUW
GUILFORD TECHNICAL INST		IV				4				18.1	18.1	22.	2	22.0	FRMUW
HAYWOOD TECHNICAL COLLEGE		IV				5				16.6	16.6	22.	2	20.3	FRML
HIGH POINT COLLEGE		IIB	4	4	4	4	25.1	21.0	18.4	15.0	19.8	18.	3	23.3	FRMLDUW
ISOTHERMAL CMTY COLLEGE		IV				5				16.6	16.6	21.	2	20.2	FRM
JOHNSN C SMITH UNIVERSITY		IIB	4	3	4	4	23.7	22.1	18.2	16.1	19.1	14.	5	21.7	FRMLUW
JOHNSTON TECHNICAL C		IV				5				16.2	16.2	21.	2	19.7	FRM
KING S COLL-RALEIGH		IV				5				11.8	11.8	6.	5	12.5	MLDW
LEES-MCRAE COLLEGE		IV													
LENOIR CMTY COLLEGE		IV				5				16.8	16.8	23.	1	20.6	FRMO
LENOIR-RHYNE COLLEGE		IIB	4	4	4		23.6	20.2	17.6	----	20.6	16.	4	23.9	FRMLDU
LIVINGSTONE COLLEGE		IIB		5	5	5	----	18.0	14.9	14.0	16.3	10.	5	17.9	FRMUW
LOUISBURG COLLEGE		III	5			5	20.5	----	----	14.5	18.1	20.	3	21.6	FRMLDUWT
MCDOWELL TECHNICAL INST		IV				5				15.8	15.8	21.	2	19.2	FRM
MARS HILL COLLEGE	4	IIB	4	4	4		23.9	20.6	18.6	----	21.1	13.	5	23.8	FRMLDWT
MARTIN COMMUNITY COLLEGE		IV				5				16.9	16.9	21.	2	20.4	FRMU
MAYLAND TECHNICAL C		IV				5				16.1	16.1	21.	2	19.5	FRM
MEREDITH COLLEGE		IIB	3	4	3	2	27.5	21.7	20.2	18.0	21.4	14.	5	24.4	FRMLDUW
METHODIST COLLEGE		IIB	5	5	5		19.3	17.6	16.1	----	17.0	16.	4	19.7	FRMLDUWT
MITCHELL CMTY COLLEGE		IV				5				16.1	16.1	21.	2	19.5	FRM
MONTGOMERY TECH INSTITUTE		IV				5				14.9	14.9	22.	2	18.1	FRM
MONTREAT-ANDERSON COLLEGE		IV				4				17.6	17.6	23.	1	21.7	FRMLDUW
MOUNT OLIVE COLLEGE		IV				4				18.1	18.1	10.	5	19.9	FMUW
NASH TECHNICAL INSTITUTE		IV				4				17.7	17.7	20.	2	21.3	FRL
N C A/T STATE UNIV		IIA	4	3	3	2	32.1	27.6	23.0	19.6	25.9	19.	3	30.8	FRMDUW
NORTH CAROLINA CENTRAL UNIV		IIA	3	4	2	1	34.3	26.8	23.7	21.4	26.8	19.	3	31.9	FRMDUW
NORTH CAROLINA SCH ARTS		IIC				1				22.4	22.4	19.	3	26.7	FRMDUW
NORTH CAROLINA STATE UNIV		I	3	3	2	2	40.0	29.7	25.5	21.4	30.6	18.	4	36.0	FRMDUW
NC WESLEYAN COLLEGE	1	IIB	4	4	4		23.6	21.7	17.7	----	19.8	15.	4	22.7	FRMLDUWT
PEMBROKE STATE UNIV		IIB	2	1	1	1	32.3	27.4	22.1	19.9	25.6	19.	3	30.5	FRMDUW
PITT CMTY COLLEGE		IV				4				17.9	17.9	21.	2	21.6	FRM
QUEENS COLLEGE		IIB	4	4	5		24.2	21.1	17.1	----	19.2	17.	3	22.4	FRMLUW
RANDOLPH TECHNICAL C		IV				5				16.4	16.4	21.	2	19.9	FRM
RICHMOND TECHNICAL C		IV													
ROANOKE BIBLE COLLEGE		IIC					----	----	----		10.9	28.	1	14.0	MHHO
ROBESON TECHNICAL C		IV				4				18.1	18.1	21.	2	21.8	FRM
RUTLEDGE C-FAYETTEVILLE		IV								----	----	---	5	----	FLUW
SACRED HEART COLLEGE		IIB			5		----	----	15.2	----	15.6	10.	5	17.1	FMLUWTO
SNT ANDREWS PRESB COLLEGE		IIB	3	2	3	3	28.6	24.8	19.7	16.7	23.3	15.	4	26.6	FRMLDU
SAINT MARY'S COLLEGE		III		4	5	5	----	21.7	17.6	14.9	18.2	15.	4	20.9	FRMLDUWT
SALEM COLLEGE		IIB	3	4	3		26.5	22.0	19.6	----	23.4	17.	3	27.4	FRMLDUW
SANDHILLS CMTY COLLEGE		IV				4				19.1	19.1	20.	2	22.9	FRM
SHAW UNIVERSITY		IIB	5	5	4	5	20.5	19.7	18.3	14.3	18.4	12.	5	20.5	FRLUW
STHESTN BAPTIST THEOL SEM		IIC	3				26.9	----	----		25.8	28.	1	33.1	FRMLDO
SOUTHEASTERN CMTY COLLEGE		IV				5				16.9	16.9	21.	2	20.4	FRM
STANLY TECHNICAL C		IV				5				16.9	16.9	21.	2	20.4	FRM
TECH C OF ALAMANCE		IV				4				18.9	18.9	22.	2	23.0	FRM
TRI-COUNTY COMMUNITY C		IV				5				14.9	14.9	17.	3	17.4	FRMUW
UNIV OF N C ASHEVILLE		IIB	1	2	1		32.4	26.1	22.6	----	25.4	18.	3	30.0	FRMDUW
UNIV OF N C CHAPEL HILL		I	2	2	2	1	42.5	31.2	25.1	22.8	33.9	18.	4	39.8	FRMDUW
UNIV OF N C CHARLOTTE		IIA	3	3	2		33.2	27.3	23.1	----	25.9	17.	4	30.3	FRMDUW
UNIV OF N C GREENSBORO		I	3	4	4	3	39.3	28.9	23.3	19.3	28.1	18.	4	33.1	FRMDUW
UNIV OF N C WILMINGTON		IIB	2	2	1		31.8	26.1	22.2	----	24.1	19.	3	28.6	FRMDUW
VANCE-GRANVL CMTY COLLEGE		IV				5				17.0	17.0	20.	2	20.4	FRM
WAKE FOREST UNIVERSITY		IIA	1	1	2	4	38.0	30.1	23.9	16.9	30.4	18.	4	35.9	FRMLDUW
WAKE TECHNICAL COLLEGE		IV				4				17.6	17.6	21.	2	21.2	FRM
WARREN WILSON COLLEGE		IV				5				12.3	12.3	26.	1	15.5	FRMLDU

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY (CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
98.	94.	10.						151	130	73		9	30	42		46.4	33.7	25.4		42.4	30.4	24.2	
99.	89.	4.						338	233	125		17	49	32	2	48.8	35.0	27.2		42.8	31.2	24.4	----
98.	98.	6.						245	149	133	1	12	30	41	3	49.7	35.1	25.6	----	44.9	32.8	24.2	----
ALL	98.	39.						115	48	19	7	32	45	12	9	39.3	30.6	25.0	20.2	36.7	29.2	24.1	19.9
ALL	75.	23.						10	2	5	2	2	2	4	1	----	----	----	----	----	----	----	----
ALL	ALL	37.	13.					13	15	11	3	4	9	8	5	----	26.8	23.0	----	----	28.2	23.2	----
96.	86.	62.	25.					22	17	9	1	4	5	4	3	----	----	----	----	----	----	----	----
97.	75.	16.	13.	6.9	7.2	7.5	7.6	367	209	132	7	24	61	81	9	40.5	30.1	23.9	21.5	35.8	27.7	21.6	16.7
ALL	81.	8.	25.	6.5	7.2	7.7	-----	22	33	16	3		9	20	1	29.2	24.1	19.1	----		22.7	18.5	----
ALL	ALL	74.						10	7	11	3	2	6	8	7	----	20.7	17.4	----	----	18.5	15.8	----
				-----	-----	5.4	7.2	1	1	3		2	2	13	15	----	----	----		----	----	----	14.9
ALL	96.	75.	14.	5.2	6.5	7.4	8.5	29	18	14	11	4	6	2	11	----	27.7	----	19.5	----	26.1	----	19.7
87.	65.			7.9	8.5	13.3	-----	51	50	25	5	1	4	13	1	----	----	25.2	----	----	----	20.8	----
ALL	ALL							24	22	21	1			4		47.2	37.8	----	----		----		
											2				6				----				----
ALL	98.			7.6	7.2	10.1	10.2	46	28	44	2	16	17	33	3	41.4	28.9	22.7	----	40.5	28.9	23.1	----
									1	4	4		3	2	13		----	----	----		----	----	----
ALL	95.	25.		11.3	9.5	10.9	-----	13	10	4	2	2	10	8	1	----	23.9	----	----	----	24.7	----	----
											6				9				14.1				12.3
ALL	ALL	84.		5.2	7.7	5.3	13.9	26	43	43	1	6	18	30	7	45.7	39.6	33.8	----	45.4	39.3	32.9	----
											12				7				14.4				12.5
96.	61.	16.		6.0	7.0	6.4	5.1	189	89	70	19	28	38	27	15	30.6	25.4	23.8	18.4	28.1	24.1	22.5	17.9
							6.6				47				31				19.9				17.9
82.	50.	10.		4.2	3.1	3.0	-----	21	20	11	4	1	8	19	5	----	19.8	16.6	----	----	19.0	17.7	----
											26				17				16.8				15.3
ALL	75.	25.						2	11	7	2	1	1	5	2	----	----	----	----	----	----	----	----
40.	30.							4	3	2	4	6	7	9	6	----	----	----	----	----	----	----	----
							7.3				23				13				19.0				16.7
											5				10				----				----
90.	89.	33.		4.1	5.7	3.9	-----	26	8	8	2	4	1	7	3	----	----	16.9	----	----	----	17.4	----
											54				26				19.5				17.5
											48				29				18.0				16.9
											52				39				17.7				17.3
											27				16				20.7				18.6
97.	97.	18.		7.7	8.0	9.1	-----	34	35	34	3					31.7	30.6	22.9	----				
ALL	84.	6.		7.1	7.8	8.4	7.5	266	132	68	8	8	22	32	5	45.4	32.7	26.6	----	46.3	31.9	25.5	----
98.	84.	40.	5.	5.4	5.7	5.7	7.1	166	127	92	6	27	51	82	13	33.7	27.7	22.1	21.6	30.8	26.4	22.1	18.5
											19				24				15.9				15.2
93.	32.	39.	17.	5.9	7.4	5.0	6.0	19	16	17	4	8	6	11	2	30.5	25.8	22.8	----	31.5	23.4	22.3	----
93.	29.	31.		4.4	5.0	5.7	7.0	14	26	23	10	1	5	16	8	----	----	19.9	16.5	----	----	18.8	16.5
86.	63.	27.	38.	4.3	3.9	4.5	3.6	18	33	35	9	4	8	20	4	----	26.5	21.9	----	----	27.5	22.8	----
			ALL				7.7				97				82				20.4				18.3
							5.0				51				52				18.4				18.1
96.	71.	3.						21	15	18	3	3	6	11	9	----	19.8	20.1	----	----	21.3	17.2	----
											62				33				18.5				16.1
96.	86.	30.		6.3	6.7	9.4		23	21	13		3	8	14	1	----	25.2	20.5		----	23.1	19.1	----
											58				49				18.6				17.5
							5.9				41				20				16.5				16.9
91.	73.	35.		7.3	8.5	7.1	7.5	11	10	15	6		1	5	5	25.1	----	----	----		----	----	----
							7.7				29				24				17.8				15.3
33.	15.	10.		5.2	5.2	5.7	4.9	6	15	15	12		5	5	12	23.7	----	----	16.8		----	----	15.5
											62				28				16.5				15.7
											2				4				----				----
							4.0																
			21.								44				27				17.0				16.3
ALL	95.	43.						26	13	12	2	7	9	9	3	23.6	20.1	18.0	----	23.5	20.2	17.0	----
33.	9.	7.						3	4	10	1		7	5	6	----	----	----	----		----	----	----
ALL	ALL	25.	20.					14	3	2	4	5		2	6	----	----	----	----	----		----	----
							7.2				19				11				15.8				15.9
ALL	97.	36.						24	23	8	1	5	13	6	4	----	20.7	19.3	----	----	20.4	17.6	----
											15				9				16.4				17.7
							7.3				20				7				16.0				16.4
93.	61.	14.						7	12	12	5	7	11	16	12	27.2	20.6	22.8	----	27.8	22.8	18.8	----
ALL	71.	42.						5	8	9	1	1	9	3	2	----	17.5	----	----	----	17.7	----	----
											26				22				16.2				15.9
							7.5				19				7				15.0				14.5
			41.				8.4				14				8				18.6				16.0
			9.								8				14				19.1				17.5
							8.5				22				14				18.4				16.5
93.	73.	32.	24.	5.8	7.7	7.3	5.6	55	53	64	13	12	24	47	12	32.2	28.0	23.8	20.7	31.6	26.7	22.0	18.5
All	70.	39.	55.	6.1	5.7	5.9	6.5	36	52	47	2	11	27	47	9	34.8	27.3	24.0	----	32.8	25.7	23.4	----
			1.				5.8				47				34				23.4				21.1
ALL	81.	14.		6.0	6.8	8.4	8.9	298	237	166	14	10	30	72	6	40.1	29.9	26.1	21.8	36.2	28.1	24.4	20.4
88.	63.	15.						8	8	14				6	1	23.6	21.7	18.0				17.2	----
96.	89.	28.		6.9	6.3	6.9	6.8	24	30	23	5	2	5	9	1	----	----	21.7	----	----	----	23.2	----
											39				44				18.6				17.2
91.	42.			4.6	4.8	4.7		8	7	11		3	5	14	5	----	----	16.9		----	----	17.2	----
											26				15				17.0				15.3
							7.0																
								3	3	3		1	1			----	----	----		----	----		
											23				22				18.1				18.0
											3				2				----				----
				-----	-----	3.2	-----	1	2	5		3	2	8	1	----	----	----		----	----	----	----
83.	71.	25.		6.1	5.3	4.3	-----	12	16	12	3		5	4	3	28.6	----	----	----		----	----	----
ALL	88.	31.	9.					1	2	6	3	3	6	7	8	----	----	17.8	----	----	----	17.4	----
ALL	91.	14.		6.2	7.6	8.4		12	16	4	1	9	7	3		26.5	22.0	----	----	26.4	22.1	----	
							5.0				52				36				20.4				17.3
56.	41.	9.						7	13	18	5	2	9	5	4	----	20.7	----	----	----	18.2	----	----
ALL	50.							29	4	1						26.9	----	----					
											33				29				17.3				16.4
											14				17				17.8				16.1
											29				19				19.7				17.8
							5.0				19				9				14.5				15.6
85.	81.	6.		6.9	8.4	8.2	-----	19	23	18	3	1	3	13	1	----	----	22.7	----	----	----	22.5	----
98.	86.	6.		5.9	7.4	8.6	9.9	462	206	153	7	33	67	82	11	42.9	31.7	25.5	23.8	36.8	29.8	24.3	22.1
95.	90.	16.		4.6	5.5	6.9	-----	74	120	94		14	28	41	3	33.3	27.7	23.8		32.6	25.7	21.5	----
ALL	96.	27.		4.8	6.4	6.1	5.5	104	109	77	20	28	49	74	25	39.6	28.8	23.5	20.6	38.2	29.1	23.1	18.3
ALL	81.	20.		5.7	7.0	8.4	10.3	43	54	78		2	15	32	4	----	26.0	22.1		----	26.3	22.3	----
											23				29				18.1				16.1
ALL	78.	15.		5.4	5.7	5.9	6.0	90	65	29	11	6	11	12	9	37.7	30.8	23.6	17.2	41.9	26.1	24.4	16.4
			13.								66				50				18.1				16.8
							3.0				32				6				12.6				11.1

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
NORTH CAROLINA (CONTD)															
WAYNE COMMUNITY COLLEGE		IV				4				17.8	17.8	22.	2	21.7	FRMUW
WESTERN CAROLINA UNIV		IIA	4	4	3	3	31.9	26.5	22.5	18.2	26.0	19.	3	30.9	FRMDUW
WILKES COMMUNITY COLLEGE		IV				4				19.1	19.1	11.	5	21.0	FRM
WILSON CO TECHNICAL INST		IV				5				17.2	17.2	21.	2	20.8	FRM
WINGATE COLLEGE		IIB	4	4	4	2	25.3	21.1	18.9	18.2	20.6	16.	4	23.9	FRMLDUWO
WINSTON-SALEM STATE UNIV		IIB	2	2	1	2	29.3	24.9	22.0	18.3	24.0	20.	2	28.8	FRMDUW
NORTH DAKOTA															
BISMARCK JUNIOR COLLEGE		IV				2				24.2	24.2	24.	1	30.1	FRMLDUW
JAMESTOWN COLLEGE		IIB		3	5	4	----	22.3	17.3	16.2	19.6	17.	3	23.0	FRMDUW
LAKE REGION CMTY COLLEGE		IV				4				19.1	19.1	19.	3	22.8	FRMW
MINOT STATE COLLEGE		IIB	2	2	1	1	29.6	24.5	22.1	19.2	24.7	22.	1	30.1	FRMLUW
ND STATE SCHOOL SCIENCE		IV				2				24.1	24.1	22.	2	29.3	FRMLUW
N DAK STATE UNIV MAIN		IIA	3	3	3	4	32.8	27.3	23.0	17.8	26.8	19.	3	32.0	FRMLUW
ND STATE U BOTTINEAU		IV				2				23.9	23.9	19.	3	28.5	FRMLUW
U OF ND MAIN CAMPUS		I	5	5	5	3	32.8	27.1	22.5	19.1	26.9	19.	4	31.9	FRMLUW
U OF ND WILLISTON BRANCH		III				1			----	20.4	20.8	19.	3	24.8	FRMLU
VALLEY CITY STATE COLLEGE		IIB	3	2	1	1	28.5	25.3	22.3	20.8	24.4	19.	3	29.1	FRMLUW
OHIO															
AIR FORCE INST TECHNOLOGY	40	IIC													
ANTIOCH UNIVERSITY		IIA	5	5	5		24.1	16.1	16.0		19.9	26.	1	25.0	FRMLDUW
ART ACADEMY OF CINCINNATI		IIC				3				15.9	15.9	21.	2	19.1	FRMWT
ASHLAND COLLEGE		IIA	5	4	5	3	29.5	26.0	20.6	19.1	25.0	21.	3	30.2	FRMDWT
ATHENAEUM OF OHIO		IIC							----		----	---	2	----	FRMLDUW
BALDWIN-WALLACE COLLEGE		IIB	2	3	3		29.4	23.8	19.9		25.4	22.	1	31.0	FRMLDUW
BELMONT TECHNICAL COLLEGE		III			3	3		----	21.5	18.0	19.6	21.	3	23.6	RMWT
BLUFFTON COLLEGE		IIB	5	5	5		21.4	18.1	16.4	----	18.8	16.	4	21.9	FRMLD
BORROMEO COLLEGE OF OHIO		IIC				5				7.8	7.8	21.	2	9.5	RM
BOWLING GREEN STATE U MAIN		I	4	3	4	4	38.3	29.9	24.1	18.3	30.2	18.	4	35.5	RMLUW
BOWLING GRN ST U FIRELDS		III		1	3	3	----	28.4	21.5	17.4	23.5	19.	3	27.9	RMLUW
CAPITAL UNIVERSITY		IIB	2	4	4		29.2	20.5	18.0	----	23.8	25.	1	29.8	FRMDWT
CASE WESTERN RESERVE U		I	2	2	1	2	43.2	32.0	26.3	20.1	33.9	22.	2	41.5	FRMLDUWT
CEDARVILLE COLLEGE		IIB	3	3	3		26.7	22.4	19.6	----	22.0	18.	3	25.9	FRMLWT
CENTRAL OHIO TECHNICAL C		IV				3				21.3	21.3	22.	2	25.9	RMDWT
CENTRAL STATE UNIV		IIB	3	3	4		28.5	22.3	18.3		21.4	24.	1	26.6	R
CINCINNATI TECH COLLEGE		IV				2				24.6	24.6	25.	1	30.8	RMLW
CIRCLEVILLE BIBLE COLLEGE		IIC	5		5		13.1		11.5		12.3	17.	3	14.4	FRMW
CLARK TECHNICAL COLLEGE		III		3	2	2	----	25.0	22.9	19.4	22.5	26.	1	28.2	RMLW
CLEVELAND INST OF ART		IIC	3	4			26.2	21.8	----		22.9	13.	5	25.9	FRMT
CLEVELAND ST UNIVERSITY	3	IIA	1*	1	1	1	41.1	31.0	26.0	21.4	32.5	22.	2	39.4	RMLDUW
C MT SNT JOS-ON-THE-OHIO		IIB	3	4	4	3	27.3	22.0	17.8	16.4	20.7	16.	4	24.0	FRMLDUW
U OF STEUBENVILLE	LFO	IIB	4	4	5		25.2	20.3	16.8	----	20.1	22.	1	24.4	FRMLDUW
COLLEGE OF WOOSTER		IIB	2	2	2	3	32.1	26.8	20.6	17.5	26.7	21.	2	32.2	FRMLDW
COLUMBUS C ART AND DESIGN		IIC	4	4	4	4	24.5	20.9	18.2	15.5	19.1	21.	2	23.0	FRMLDUW
COLUMBUS TECHNICAL INST		IV				3				20.7	20.7	16.	4	24.0	RMLDUWT
DEFIANCE COLLEGE		IIB	5	5	4		22.2	19.3	18.7	----	19.6	19.	3	23.2	FRMLUWTO
DENISON UNIVERSITY		IIB	1	1	2	1	34.8	28.5	21.7	19.3	28.3	28.	1*	36.2	FRMLDUWTO
DYKE COLLEGE		IIC			4	4		----	17.0	14.4	16.0	17.	3	18.8	FRMLDUW
EDISON STATE CMTY COLLEGE		III		4	3	2		23.2	21.7	19.3	21.1	19.	3	25.1	RMLW
FINDLAY COLLEGE		IIB	3	4	4	4	26.9	21.6	18.9	16.0	20.5	21.	2	24.7	FRMLDUW
HEBREW UNION COLLEGE	41	IIC	1	2			40.7	27.8	----		36.7	28.	1	46.9	FRMLDW
HEIDELBERG COLLEGE		IIB	4	4	4		26.3	20.5	18.7	----	21.3	17.	3	24.9	FRMDUW
HIRAM COLLEGE		IIB	3	3	3		28.3	22.7	19.8	----	23.3	20.	2	28.0	FRMLDWTO
HOCKING TECHNICAL COLLEGE		IV				5				16.2	16.2	16.	4	18.7	RMLUW
JEFFERSON TECH COLL	1	III		3	4	3		25.1	19.3	18.4	21.6	23.	2	26.5	RMW
FRANKLIN UNIVERSITY		IIB									23.2	21.		28.0	FRMDLUW
JOHN CARROLL UNIVERSITY	LFO	IIA	4	4	3	1	31.7	26.8	22.4	20.8	28.3	20.	3	33.9	FRMLDUWO
KENT STATE UNIV MAIN		I	4	4	3	4	38.2	29.0	24.4	18.0	30.5	21.	3	36.8	RMLW
KENT ST ASHTABULA REG CAM		III		2	1			26.8	24.0	----	23.8	23.	2	29.2	RMLW
KENT ST E LIVERPL REG CAM		III			3				21.3	----	21.4	24.	2	26.4	RMLW
KENT ST UNIV GEAUGA REG		III						----	----		----	---	2	----	RMLU
KENT ST U SALEM REG CAM		III			2		----	----	23.0	----	24.0	23.	2	29.4	RMLW
KENT ST STARK CO REG CAM		III		2	1		----	28.2	24.5	----	26.3	22.	2	32.0	RMLW
KENT ST TRUMBULL REG CAM		III		2	2		----	27.5	22.7	----	25.0	22.	2	30.6	RMLW
KENT ST TUSCARAWS REG CAM		III		2	5		----	27.0	17.6	----	20.7	21.	3	25.1	RMLW
KENYON COLLEGE		IIB	1*	1*	1	1	41.1	29.9	22.9	19.0	29.9	21.	2	36.0	FRMLDWT
LAKELAND CMTY COLLEGE		IV				1				29.5	29.5	27.	1	37.5	RMLWT
LORAIN CO CMTY COLLEGE		III	2	1	1	2	33.3	31.9	25.0	19.9	26.5	23.	2	32.5	RMLWT
LOURDES COLLEGE		IIB				4			----	15.9	16.8	17.	3	19.7	FRMLUW
MALONE COLLEGE		IIB	5	5	5		21.6	17.9	14.7	----	18.5	19.	3	22.0	FRMLDW
MARIETTA COLLEGE		IIB	3	3	2		28.7	23.5	21.3	----	24.9	23.	1	30.8	FRMLDUWT
MARION TECHNICAL COLLEGE		IV				3				21.7	21.7	22.	2	26.4	RMLT
METHODIST THEOL SCH OHIO		IIC	3				25.2	----	----		24.5	15.	4	28.3	FRMLDW
MIAMI-JACOBS JC BUSINESS		IV				5				11.0	11.0	14.	4	12.5	FMUW
MIAMI U HAMILTON CAMPUS		III		2	3	1	----	27.7	21.9	21.5	25.0	23.	2	30.7	RMLUW
MIAMI U MIDDLETOWN CAMPUS		III		2	2	1*	----	27.5	23.2	24.1	25.0	23.	2	30.7	RMLUW
MIAMI UNIV OXFORD CAM		I	4	3	4	2	38.7	29.3	23.5	20.8	29.7	23.	2	36.6	RMLUW
MICHAEL J OWENS TECH C		III													
MOUNT UNION COLLEGE		IIB	2	3	4	3	29.3	23.6	18.7	17.1	23.7	26.	1	29.7	FRMLDWT
MOUNT VERNON NAZARENE C		IIB	4	4	4	3	23.4	20.4	17.7	16.3	18.8	19.	3	22.4	FRMLDWT
MUSKINGUM AREA TECH C		III		4	3		----	21.8	20.6	----	20.9	24.	2	25.8	RMLWT
MUSKINGUM COLLEGE		IIB	2	2	2		30.7	24.8	21.8	----	25.8	19.	3	30.7	FRMLDW
NORTHWEST TECH COLLEGE		IV				4				18.6	18.6	25.	1	23.3	RMLW
NOTRE DAME COLLEGE	LFO	IIB				5	----	----	----	13.2	14.7	22.	1	18.0	FRMUW
OBERLIN COLLEGE		IIB	1*	1	1	1	38.8	28.9	22.9	19.4	31.3	29.	1*	40.3	FRMLDUWT
OHIO C PODIATRIC MEDICINE		IIC		1	1		----	31.1	26.5		30.3	23.	2	37.4	FRMLDUWT
OHIO DOMINICAN COLLEGE		IIB	4	4	5		24.4	20.5	17.4	----	18.8	15.	4	21.5	FRMLDW
OHIO NORTHERN UNIVERSITY		IIB	2	2	2	2	30.9	24.9	21.5	18.1	25.8	18.	3	30.5	FRMLDUW
OHIO STATE U MAIN CAMPUS		I	2	1	1	2	44.7	33.1	28.1	20.7	36.0	18.	4	42.5	RMLDW
OHIO ST U-LIMA CAM		III		1	1			29.2	24.8		27.2	20.	3	32.6	RMLDW
OHIO ST U-MANSFIELD CAM		III		1	1		----	29.9	24.2	----	26.4	20.	3	31.6	RMLDW
OHIO ST U-MARION CAM		III		1	2		----	28.9	22.2	----	26.2	20.	3	31.5	RMLDW
OHIO ST U-NEWARK CAM		III		1	1			28.8	24.8	----	25.6	22.	2	31.0	RMLDW
OHIO U MAIN CAMPUS		I	5	4	4	4	36.1	28.4	23.3	18.3	29.2	19.	4	34.9	RMLDUW
OHIO U BELMONT CO BRANCH		III		2	1			28.2	24.6		26.2	20.	3	31.4	RMLDUW
OHIO U CHILLICOTHE BR		III		2	3			26.2	21.5	----	22.9	21.	3	27.6	RMLDUW
OHIO UNIVERSITY IRONTON		IV								----	----	---	2	----	RMLDUW
OHIO U LANCASTER BRANCH		III		3	3			25.7	20.9	----	22.8	21.	3	27.6	RMLDUW
OHIO U ZANESVILLE BRANCH		III		3	4		----	24.8	20.2	----	22.1	21.	3	26.7	RMLDUW
OHIO WESLEYAN UNIVERSITY		IIB	2	2	2		32.0	24.4	20.9	----	26.4	28.	1*	33.8	FRMLDUWT
PONTIFICAL C JOSEPHINUM		IIC	5	5	5		11.9	11.4	8.6		10.5	11.	5	11.6	FMW
SHAWNEE ST CMTY COLLEGE		III		3	2	2		24.8	22.1	18.7	21.1	21.	3	25.5	RMLT
SINCLAIR COMM COLL		III	4	5	5	5	25.1	19.9	17.4	11.3	20.4	29.	1	26.4	RMLDW
SOUTHERN OHIO COLLEGE		IV				5				13.8	13.8	12.	5	15.5	FRMLDUW
STARK TECHNICAL COLLEGE		III		1	3	3		28.8	21.0	18.3	20.6	27.	1	26.2	RMLW
TERRA TECHNICAL COLLEGE		IV				5				16.8	16.8	24.	1	20.9	FRMLUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY (CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
											56				39				18.3				17.2
97.	87.	40.		4.7	5.4	5.5	6.6	65	87	53	18	10	20	38	5	32.1	26.6	22.9	----	30.6	26.1	22.0	----
											36				26				19.1				19.0
							7.2				30				19				17.7				16.4
								9	21	14	7	1	5	9	1	----	----	19.3	----	----	----	18.2	----
93.	48.	24.		5.5	5.3	5.3	6.1	19	17	16	8	9	13	21	10	30.2	25.4	22.6	19.5	27.4	24.2	21.5	17.3
											70				12				24.6				22.7
				------	-10.0	-10.0	-10.0	5	8	8	3		3	5	4	----	----	----	----		----	----	----
											18				12				19.8				18.2
ALL	83.	39.						25	25	23	2	4	4	13	5	----	----	22.7	----	----	----	21.1	----
			69.								142				28				24.1				24.2
96.	86.	18.	12.					128	127	88	19	5	13	26	7	----	27.4	23.2	17.8	----	26.0	22.4	17.8
			67.				.3				16				8				25.2				21.3
98.	70.	19.			.8	1.4	4.5	120	119	68	12	11	36	50	22	33.1	27.6	23.4	20.1	29.2	25.4	21.4	18.6
										1	18			1	9			----	20.8			----	19.5
92.	82.	25.						13	13	8	3		4	4	9	28.5	----	----	----		----	----	----
				5.8	5.8	5.8	5.4																
59.	65.			2.0	2.0	1.9		33	13	3		13	4	6		24.8	----	----		22.5	----	----	
											11				3				----				----
ALL	78.	21.						25	25	21	5	3	11	8	1	----	26.1	20.6	----	----	25.7	20.7	----
									1	5	1							----					
88.	85.	25.						54	33	19		5	15	9		----	24.0	20.4		----	23.5	18.9	
									3	4	11		2	2	11		----	----	17.7		----	----	18.2
95.	58.	36.		3.7	6.5	4.0	-----	16	11	4		3	1	7	2	----	----	----		----	----	----	----
											13				3				----				----
ALL	88.	26.	9.	7.0	7.5	8.2	7.9	248	164	108	30	18	54	64	38	38.4	30.4	24.4	18.0	36.9	28.4	23.4	18.5
ALL	ALL	20.	13.		7.3	7.4	10.6	1	12	7	5		1	3	3	----	----	----	----		----	----	----
98.	62.	23.		6.4	8.3	7.3	-----	44	19	9	1	12	15	13	1	30.1	21.8	19.4	----	26.2	18.9	17.1	----
98.	77.							187	115	103	18	13	29	37	18	43.5	32.6	26.9	21.4	38.8	29.7	24.6	18.8
87.	74.	21.		5.0	5.0	5.0	-----	22	13	23	2	1	6	11	3	----	22.7	20.3	----	----	21.7	18.0	----
			40.				6.6				22				18				20.6				22.1
94.	61.	26.						15	22	32		2	6	14		----	22.0	18.9		----	23.2	16.8	
			55.								74				26				25.3				22.6
				26.3		-----		3		5		3		1		----		----		----		----	
								1	8	12	5		9	8	14	----	25.9	23.6	----		24.2	21.9	----
								11	6	3		3	2	2		----	----	----		----	----	----	
97.	91.	1.		2.0	5.1	3.9	1.4	141	205	68	12	11	36	36	13	41.0	31.3	27.5	22.5	43.0	28.8	23.1	20.3
ALL	73.	33.		7.6	8.3	11.7	-----	6	3	4		3	12	14	6	----	----	----		----	----	----	16.4
ALL	68.	8.						7	15	5	1	2	4	7	2	----	----	----	----	----	----	----	----
98.	75.			6.2	6.2	6.7	-----	61	13	24	3	2	7	16	3	----	25.2	21.2	----	----	24.0	19.7	----
								7	13	9	11		1	1	4	24.5	----	----	----		----	----	----
			58.				9.0				97				63				21.2				19.9
ALL	53.			5.0	5.5	5.8	-----	11	16	5	4		3	4	1	22.2	----	----	----		----	----	----
ALL	81.			11.0	11.4	11.3	-----	66	18	25	7	4	8	29	5	----	29.1	22.3	----	----	27.3	21.3	----
	ALL	83.							1	6	6			6	7		----	16.7	15.5			17.4	13.5
	ALL	78.	47.						6	11	11		1	7	4		----	21.7	----		----	21.6	----
ALL	60.	14.		5.3	5.8	5.5	8.6	11	11	7	11	1	4	7	5	----	----	20.6	----	----	----	17.2	----
ALL				7.5	7.6	-----		26	8	5						40.7	27.8	----					
ALL	ALL	30.		8.1	9.0	9.2	-----	16	8	15	2	1	4	5	2	----	----	----	----	----	----	----	----
ALL	80.	9.						24	17	18	1	2	8	5	4	----	23.8	----	----	----	20.5	----	----
											71				76				18.1				14.3
	ALL	58.	46.		8.7	9.0	8.3		14	6	6		6	6	9		25.6	20.3	----		24.0	18.2	----
							10.0				30				11				24.7				19.2
99.	93.	50.	67.	6.1	6.1	5.3	5.4	67	22	20	8	10	7	6	1	32.1	27.2	22.8	----	28.8	25.4	21.2	----
ALL	98.	49.	20.	10.2	10.3	10.8	8.7	223	186	130	3	13	53	81	12	36.3	29.0	24.9	----	35.9	28.8	23.7	----
	86.	88.			11.2	10.1	-----		6	12	2		1	5	3		----	----	----		----	----	----
		57.	ALL			11.0	-----			8				6	1			22.6				19.6	----
	ALL	75.			-----	-----				4	2		1	1	1			----					
ALL	ALL	50.			-----	-----	-----	1	2	4	2			2		----	----	----	----		----		
ALL	ALL	89.	75.	------	10.4	9.8	-----	2	18	15	4	1	4	12		----	----	25.7	----	----	----	23.0	
ALL	ALL	67.	67.	------	10.1	11.0	-----	2	14	13	3		8	8		----	28.0	22.8	----		26.6	22.5	
ALL	88.	76.	60.	------	11.7	10.4	-----	1	6	11	1		2	6	4	----	----	14.4	----		----	23.3	----
ALL	98.	12.		7.0	6.8	7.4	-----	26	35	23	3		5	10	3	41.1	----	23.8	----		----	20.9	----
			79.								77				29				30.5				27.0
ALL	ALL	90.	7.	------	5.9	6.8	8.3	5	26	21	8	1	9	10	19	----	32.1	25.0	18.6	----	31.2	24.7	20.5
						-----	-----			1	2			2	6			----	----			----	----
93.	67.				3.9	6.5	-----	-----	14	11	5		1	4	2	2	----	----	----		----	----	----	----
ALL	89.	26.			6.4	6.8	8.9	-----	33	24	14	3	1	3	5	2	----	----	----	----	----	----	----	----
								3.0				13				20			22.5				21.2
ALL									14		1		2	1			----		----		----	----	
							-----					2			5				----				----
ALL	ALL	8.	25.	------	9.4	12.3	12.6	3	12	3	4		4	9	4	----	----	----	----		----	----	----
ALL	ALL	36.	59.	------	9.3	11.4	8.8	1	10	8	7		2	6	10	----	----	23.9	26.1		----	22.3	22.6
ALL	94.	26.	20.	9.0	9.4	10.7	7.0	210	191	117	58	13	37	56	31	38.8	29.4	24.0	21.6	37.1	28.8	22.3	19.3
				8.5	9.7	11.5	8.6																
ALL	90.	29.	11.	4.1	4.1	4.2	4.0	21	16	12	7	2	5	2	2	----	----	----	----	----	----	----	----
								7	9	16	6			8	3	23.4	20.4	17.7	----			17.6	----
				------	8.6	10.3	-----	1	8	12	2		2	6	1	----	----	20.7	----		----	20.4	----
96.	75.	10.		3.5	5.6	10.8	-----	25	11	15	3		5	5	1	30.7	----	----	----		----	----	----
							2.0				12				6				18.9				18.0
								1	1	3	4		3	2	3	----	----	----	----		----	----	----
ALL	93.	16.			6.7	7.0	11.2		86	45	37	4	7	13	20	3	38.9	28.7	23.3	----	37.9	29.5	22.1	----
								2	7	6			1	2			----	----	----			----	----	
ALL	92.	44.			8.4	6.9	8.6	-----	2	6	9	1	5	6	16	2	----	20.8	17.8	----	----	20.1	17.2	----
98.	70.	27.	8.	4.6	4.6	5.9	7.1	50	43	22	7	3	7	8	6	----	24.8	21.5	18.7	----	25.3	21.7	17.5
ALL	93.	29.	23.					713	451	319	25	33	92	130	66	44.8	33.4	28.8	22.8	40.9	31.5	26.2	19.9
	82.	79.							15	10			2	4			----	----			----	----	
ALL	91.	26.						2	8	15			3	4	1	----	----	----			----	----	----
ALL	85.	30.	ALL					1	9	7	1		4	3		----	----	----	----		----	----	
	ALL	53.	50.						6	10	3		3	5	1		----	----	----		----	----	----
98.	90.	36.	10.	6.9	7.1	7.6	8.6	234	155	100	15	8	37	73	16	36.2	28.5	24.0	19.1	32.5	28.0	22.4	17.6
	ALL	88.			7.0	6.9			6	7				1			28.2	----				----	
	ALL	33.			6.3	7.0	-----		6	7	2		1	2	1		----	----	----		----	----	----
											1								----				
	ALL	54.			7.4	6.6	-----		12	11	2		3	2	2		----	----	----		----	----	----
ALL	ALL	64.		------	6.6	7.1	-----	1	8	5	2		3	6	1	----	----	----	----		----	----	----
ALL	94.	15.		3.2	3.9	4.0	-----	53	27	22	2	6	8	15	2	32.0	24.5	20.8	----	31.3	24.0	21.0	----
33.								5	10	9		1		7		----	11.4	----		----		----	
									7	10	12		8	6	17		24.0	22.9	19.7		25.6	20.7	18.1
94.	78.	15.						73	32	26	15	37	31	29	20	25.5	20.1	17.4	13.0	24.3	19.8	17.4	10.0
											27				45				15.7				12.7
					8.7	8.7	8.7		9	22	22		1	9	20		----	21.3	19.0		----	20.2	17.7
							6.5				28				19				17.4				16.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
OHIO (CONTD)															
UNITED THEOLOGICAL SEM		IIC	4				23.5	----	----		23.1	17.	3	26.9	FRMLDW
U OF AKRON MAIN CAMPUS		I	4	3	2	2	38.2	30.4	25.0	20.9	30.4	22.	2	37.1*	RMLDUW
U AKRON WAYNE GEN-TECH C		III			4		----	----	18.7	----	20.2	24.	2	25.1	RMLDUW
U OF CINCINNATI MAIN CAM		I	2	2	2	4	41.4	31.4	25.5	18.1	32.9	21.	3	39.7	RMLDUW
U CINCIN CLERMNT GEN-TECH		III			2		----	----	22.9	----	25.0	27.	1	31.8	RMLDUW
U CINCIN RAYMND WALTERS C		III	1	1	2	4	35.0	29.4	22.2	17.0	25.1	21.	3	30.2	RMLDUW
UNIVERSITY OF DAYTON		IIA	3	2	3	5	33.1	28.5	22.9	16.5	27.6	17.	4	32.4	FRMLDUW
UNIVERSITY OF TOLEDO		I	4	3	3	2	37.8	29.6	24.3	20.5	32.2	23.	2	39.6	RMUW
URBANA COLLEGE		IIB	5		5		20.2	----	15.5	----	16.7	14.	5	18.9	RMDT
URSULINE COLLEGE		IIB		5	3	2	----	19.6	19.4	18.1	19.2	22.	1	23.5	FRMLDUW
WALSH COLLEGE		IIB	4	4	4	3	26.5	20.3	18.7	16.8	20.6	16.	4	23.8	FRMLDUW
WILMINGTON COLLEGE		IIB	4	4	4	4	25.2	22.0	17.8	15.2	20.8	19.	3	24.7	FRMLDWT
WITTENBERG UNIVERSITY		IIB	1	1	1	2	34.1	27.5	22.2	18.6	27.6	26.	1	34.8	FRMLDUWT
WRIGHT ST U MAIN CAMPUS		IIA	2	3	2	4	36.1	27.6	23.2	17.7	28.1	32.	1*	37.0	RMLDUW
WRIGHT ST U WSTN OHIO BR		III			3	3	----	----	21.5	18.5	21.6	35.	1*	29.0	RMLDUW
XAVIER UNIVERSITY		IIA	3	3	2	4	34.3	27.8	23.2	18.1	28.0	22.	2	34.1	FRMLDUW
YOUNGSTOWN ST UNIVERSITY		IIA	2	1	1	2	36.2	30.3	24.6	19.5	29.8	23.	2	36.7	RMLW
OKLAHOMA															
BACONE COLLEGE		III			5	5		----	16.6	14.1	16.3	15.	4	18.8	FRMLUW
BETHANY NAZARENE COLLEGE	42	IIB	4	4	3	3	25.0	21.9	20.0	17.0	21.6	20.	2	25.9	FRMLDW
CAMERON UNIVERSITY	4	IIB	2	1	1*	2	31.3	27.9	24.4	18.6	26.1	12.	5	29.3	FMLDUW
CARL ALBERT JR COLLEGE		IV				3				22.8	22.8	12.	5	25.5	FMLUW
CENTRAL STATE UNIVERSITY		IIA	3	1*	1*	1*	34.8	31.6	28.5	22.5	30.4	11.	5	31.6	FMLDUW
ROGER ST COLLEGE		IV				3				22.7	22.7	11.	5	25.3	FMLUW
EAST CENTRAL OKLA STATE U		IIB	1	1	1*	1	32.5	29.7	25.8	21.1	26.7	11.	5	29.6	FMLDUW
EASTERN OKLA ST COLLEGE		IV				2				24.6	24.6	12.	5	27.6	FRMLDUW
HILLSDL FREE WILL BAPT C		IIC								----	----	---	1	----	FRM
LANGSTON UNIVERSITY		IIB	2	1	1*	1*	31.5	27.0	24.7	21.5	24.4	10.	5	26.7	FRMLDUW
MIDWEST CHRISTIAN COLLEGE		IIC	5				17.7				17.7	16.	4	20.5	FM
MURRAY STATE COLLEGE		IV				3				23.3	23.3	11.	5	25.9	FMLUW
NTHESTN OKLA AGRL-MECH C		IV				2				24.4	24.4	11.	5	26.9	FMLDUW
NORTHEASTERN OKLA STATE U		IIA	4	4	2	2	31.1	26.6	23.2	19.3	25.9	10.	5	28.5	FMLDUW
NORTHERN OKLAHOMA COLLEGE		IV				3				23.6	23.6	13.	4	26.6	FMLDUW
OKLAHOMA BAPT UNIVERSITY		IIB	3	3	3	4	27.1	22.9	19.4	16.0	21.2	22.	1	26.0	FRMLDUWO
OKLA CHRISTIAN COLLEGE		IIB	2	2	2	2	29.4	26.4	21.5	17.9	24.7	11.	5	27.4	FRMLDUW
OKLAHOMA CITY UNIVERSITY		IIA	5	5	5	5	28.8	21.9	20.6	14.1	23.0	13.	5	26.1	FRMLDW
OKLA PANHANDLE STATE U		IIB	2	1	1	1*	29.3	26.8	23.7	21.9	25.3	16.	4	29.4	FRMLDUW
OKLA STATE U MAIN CAMPUS		I	4	4	4	4	37.0	27.9	23.8	17.7	29.5	22.	2	36.0	FRMLDUW
OKLA STATE U TECH INST		III		2	2	1	----	26.1	22.4	20.3	22.9	23.	2	28.2	FRMLDUW
OSCAR ROSE JUNIOR COLLEGE		IV				2				24.6	24.6	13.	4	27.7	FMLDUW
PHILLIPS UNIVERSITY		IIA	5	5	5		26.1	22.1	20.2	----	22.6	16.	4	26.3	FRMLDW
SAINT GREGORY'S COLLEGE	LFO	IV				4				20.4	20.4	10.	5	22.4	FRMT
SAYRE JUNIOR COLLEGE		IV				3				21.8	21.8	8.	5	23.5	FLUW
SEMINOLE JUNIOR COLLEGE		IV				3				23.3	23.3	11.	5	26.0	FMLDUWT
OKLAHOMA CITY COMM COLL		IV				2				24.6	24.6	17.	3	28.7	FRMLDUWO
STHESTN OKLA STATE U		IIA	4	3	2	2	30.5	27.2	23.5	20.1	25.5	10.	5	28.1	FMLDUWT
STHWSTN OKLA STATE U		IIA	3	1*	1*	1*	34.2	31.9	29.1	22.7	29.5	11.	5	32.7	FMLDUW
TULSA JUNIOR COLLEGE		IV				2				24.6	24.6	13.	4	27.7	FMLDUW
U OF OKLAHOMA NORMAN CAM		I	4	3	4	5	38.6	29.3	23.6	15.5	30.3	21.	3	36.8	FRMLUWO
U OF SCI & ARTS OF OKLA		IIB		1*	1*	1*	----	29.8	26.4	21.9	26.7	14.	5	30.3	FRMLDUW
UNIVERSITY OF TULSA		IIA	1	1	3	2	39.7	30.5	23.0	20.3	29.8	20.	3	35.7	FRMLDWTO
WESTERN OKLAHOMA STATE C		IV				3				23.5	23.5	11.	5	26.2	FMLDUWT
OREGON															
BLUE MTN CMTY COLLEGE		IV				2				25.4	25.4	35.	1*	34.3	FRMLDUWH
CENTRAL OREG CMTY COLLEGE		III	2	2	2	1	29.9	26.2	23.2	20.5	24.8	33.	1*	33.0	FRMDWT
CLACKAMAS CMTY COLLEGE		IV				3				20.7	20.7	41.	1*	29.1	FRMLDUW
CLATSOP COMM COLL		IV				2				24.5	24.5	34.	1*	32.9	FRMLDW
COLUMBIA CHRISTIAN C		IIB		5			----	17.6	----	----	17.1	17.	3	20.0	FRMW
CONCORDIA COLLEGE	4	IIB			4		----	----	18.6	----	20.4	18.	3	24.0	FRMDT
EASTERN OREGON ST COLLEGE		IIB	2	2	2	4	29.7	25.0	20.6	15.9	24.0	32.	1*	31.7	FRMUW
EUGENE BIBLE C		IV								----	----	---	1*	----	MLWTHO
GEORGE FOX COLLEGE		IIB	4	4	5		23.7	19.9	16.2	----	19.9	16.	4	23.0	FRMLDW
LEWIS AND CLARK COLLEGE		IIA	1	3	5		39.1	27.3	20.3		30.2	19.	3	36.0	FRMLDWT
LINFIELD COLLEGE		IIB	2	3	4		29.1	23.7	18.9	----	23.2	23.	1	28.5	FRMLUW
LINN-BENTON CMTY COLLEGE		IV				2				25.5	25.5	32.	1*	33.8	FRMLDUWO
MARYLHURST C LEARNING		IIB								----	----	---	4	----	FMLUW
MOUNT ANGEL SEMINARY		IV				5				13.5	13.5	5.	5	14.2	FL
MOUNT HOOD CMTY COLLEGE		IV				1				28.3	28.3	33.	1*	37.7	FRMDUW
MULTNOMAH SCHOOL OF BIBLE		IIC													
PACIFIC NTHWST C ART		IIC				4				15.8	15.8	23.	2	19.4	FRMDUW
WSTN OREGON ST COLL		IIC	2	3	2		29.3	24.7	21.8	----	26.2	31.	1	34.3	FRMUW
OREGON INST OF TECHNOLOGY		IIC	2	2	2	1	32.7	28.1	24.0	20.1	26.5	32.	1	34.9	FRMUW
OREGON STATE UNIV		I	5	4	4	5	35.6	27.7	23.4	17.1	28.6	31.	1*	37.5	FRMUW
PACIFIC UNIVERSITY		IIB	2	3	3		29.4	23.5	19.4		23.0	19.	3	27.2	FRMDWT
PORTLAND CMTY COLLEGE		IV				2				25.1	25.1	37.	1*	34.2	FRMLDUW
PORTLAND STATE UNIVERSITY		IIA	3	4	2	3	32.9	26.7	23.1	19.1	29.1	32.	1*	38.3	FRMUW
REED COLLEGE		IIB	1	1	1		36.0	27.0	22.2		29.4	21.	2	35.5	FRMLDUWT
ROGUE COMMUNITY COLLEGE		IV				3				22.1	22.1	33.	1*	29.3	FRMLW
STHN OREGON ST COLLEGE		IIA	5	4	5	4	29.7	25.1	20.3	17.7	25.3	32.	1*	33.4	FRMUW
STHWSTN OREG CMTY COLLEGE		III	2	3	3		30.4	24.6	20.9		24.2	38.	1*	33.4	FRMLDUW
TREASURE VLY CMTY COLLEGE		IV				3				21.7	21.7	33.	1*	28.9	FRMLDUWT
UMPQUA COMMUNITY COLLEGE		IV				3				23.4	23.4	35.	1*	31.5	FRMLU
UNIV OF OREGON		I	5	5	5	3	35.8	26.6	22.7	18.8	29.1	30.	1*	37.6	FRMUW
WARNER PACIFIC COLLEGE		IIB		4	4		----	19.8	17.8	----	19.0	16.	4	22.1	FRMLDUWT
WESTERN CONS BAPTIST SEM		IIC	3	3			26.8	22.3	----	----	23.0	14.	4	26.2	FRMLDWT
WSTN EVANGELICAL SEM		IIC	4				23.2				23.2	15.	4	26.6	RMLWO
WSTN STATES CHIRPCTC C		IIC			4		----	----	18.0	----	19.1	17.	3	22.3	FRMLDUW
WILLAMETTE UNIVERSITY		IIB	1	2	2		34.1	26.0	21.6	----	28.4	21.	2	34.4	FRMLDUWT
PENNSYLVANIA															
ALBRIGHT COLLEGE		IIB	1	1	1	1	34.4	27.9	23.0	20.4	27.9	18.	3	32.9	FRMLDUW
ALLEGHENY COLLEGE		IIB													
ALLNTWN C SNT FRAN DESALS		IIB	3	3	3	3	27.6	22.7	20.0	17.0	20.6	13.	5	23.3	FRMLDUW
ART INSTITUTE PITTSBURGH		IV				5				16.7	16.7	18.	3	19.8	FRMLDUW
BEAVER COLLEGE		IIB	1	2	2	5	32.4	25.6	20.4	14.0	22.7	21.	2	27.4	FRMLDUWTO
BRYN MAWR COLLEGE		I	4	3	4		38.9	30.4	24.0	----	32.1	21.	3	38.7	FRMLDUWT
BUCKNELL UNIVERSITY		IIA	1*	1*	1		41.0	31.9	24.5	----	33.0	26.	1	41.4	FRMLDUWT
BUTLER CO CMTY COLLEGE		III	3	2	3	3	29.2	26.7	21.8	18.2	25.9	24.	2	32.0	FRMLDUW
CALIFORNIA STATE COLLEGE	43	IIA	2	2	2	4	35.5	29.4	24.1	17.7	30.8	21.	3	37.2	FRMLW
CARLOW COLLEGE	LFO	IIB	2	3	4	4	30.0	22.4	17.8	15.7	20.9	21.	2	25.2	FRMLDUWT
CARNEGIE-MELLON U		I	1	1	1	1	48.2	32.7	28.2	22.3	38.0	23.	2	46.7	FRMLDUWT
CEDAR CREST COLLEGE		IIB	3	4	4		27.1	20.2	18.2	----	21.5	18.	3	25.4	FRMLDUW
CHESTNUT HILL COLLEGE		IIB			5		----	----	16.2	----	19.8	18.	3	23.4	FRMDUW
CLARION STATE C MAIN CAM		IIA	3	2	2	2	35.9	29.6	23.6	19.4	29.9	21.	3	36.1	FRMLUW
CLARION ST C VENANGO CAM		III			2		----	----	23.7	----	25.5	22.	2	30.0	FRMLUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
92.								11	4			1	1	1		-----	-----			-----	-----	-----	
93.	84.	20.		7.4	8.3	9.9	9.6	193	204	123	17	12	54	74	37	38.4	30.8	25.5	21.8	34.6	28.8	24.2	20.5
ALL	ALL	14.			-----	-----	-----	1	2	2	4		1	5	1	-----	-----	-----	-----	-----	-----	-----	-----
99.	89.	20.	2.					327	275	141	12	28	90	110	29	41.8	31.6	25.8	18.1	37.2	30.8	25.2	18.1
ALL	80.	46.						1	1	9	2		4	4		-----	-----	-----	-----	-----	-----	-----	
ALL	ALL	34.						3	20	13	4	5	15	19	13	-----	29.8	23.3	-----	-----	28.7	21.4	-----
98.	72.	34.		6.6	5.8	7.4	5.5	96	121	84	7	7	17	32	6	33.3	28.9	23.2	17.4	29.5	25.9	21.9	15.4
98.	87.	28.	13.	7.6	7.6	8.7	8.4	265	141	73	17	22	32	29	14	38.2	30.1	24.7	22.1	32.4	27.1	23.4	18.6
ALL	25.	22.		3.3	-----	3.5	-----	4	3	8	3	2	1	1	2	-----	-----	-----	-----	-----	-----	-----	-----
ALL	63.	33.		-----	9.0	7.1	7.5		1		1	5	7	9	22		-----		-----	-----	-----	19.4	-----
60.	80.	14.						10	13	2			2	5	6	24.5	-----	-----			-----	-----	16.8
ALL	92.	47.		10.8	8.6	7.6	-----	16	11	11	3		1	6	3	25.2	-----	18.2	-----		-----	17.1	-----
ALL	ALL	47.		5.1	5.2	5.2	-----	48	32	25	7	2	8	20	2	-----	27.5	22.5	-----	-----	27.5	21.7	-----
99.	87.	25.		10.8	11.5	12.5	10.7	110	131	71	16	9	31	41	15	36.3	28.0	23.7	18.0	33.8	26.0	22.4	17.5
ALL	ALL	ALL	14.	-----	-----	11.5	13.0	1	3	9	7		1	2		-----	-----	-----	18.5		-----	-----	
97.	96.	19.		7.7	8.2	10.0	10.2	64	45	37	7	3	8	22	6	-----	28.7	23.5	18.8	-----	23.2	22.7	17.2
87.	85.	65.		6.9	6.6	6.4	6.5	141	106	59	35	18	27	32	25	36.1	30.6	25.0	20.0	36.9	29.1	24.0	18.8

									3	2	1		1	11	7		-----	-----	-----		-----	-----	-----
74.	17.			4.2	5.6	3.8	5.2	15	9	14	2	4	3	11	4	-----	-----	20.3	-----	-----	-----	19.6	-----
ALL	95.	51.						33	29	46	14	10	11	23	9	31.8	27.6	24.9	19.7	29.6	28.7	23.5	17.0
											28				10				23.1				22.0
98.	42.	49.					1.5	89	43	73	27	24	26	47	20	34.9	31.7	28.5	22.5	34.7	31.5	28.5	22.5
											46				22				23.8				22.1
ALL	79.	45.						29	26	46	14	4	3	27	18	-----	-----	26.2	23.2	-----	-----	25.2	19.5
			62.				.6				40				20				24.8				24.2
							-----				2				2				-----				-----
								6	6	13	22	6	3	8	18	34.0	-----	25.5	21.0	29.0	-----	23.2	22.2
								6				2				-----				-----			
			45.								29				11				23.6				22.5
			80.								66				31				24.6				23.9
85.	46.	38.	3.					67	29	41	22	11	10	20	15	31.5	26.8	23.8	18.4	28.6	25.9	22.0	20.6
			61.								28				18				24.1				22.9
93.	88.	33.						14	17	26	2	1	8	19	5	-----	22.9	19.8	-----	-----	22.8	18.8	-----
95.	23.			7.8	6.6	12.7	7.8	19	13	9	8	1		2	4	-----	26.4	-----	-----	-----		-----	-----
ALL	70.	22.	29.					24	22	19	1	5	5	13	6	-----	-----	22.7	-----	-----	-----	17.4	-----
ALL	53.	13.						8	12	4	6		7	4	8	29.3	27.0	-----	23.8		26.5	-----	21.2
99.	84.	12.	40.					339	212	207	20	18	46	67	25	37.0	28.1	24.3	17.0	36.6	27.1	22.6	18.3
ALL	ALL							1	6	14	9	3	5	10	8	-----	-----	23.1	21.5	-----	-----	21.4	19.0
			68.								88				72				25.2				24.0
76.	68.			4.5	5.0	5.2	-----	20	19	12		1	3	10	2	-----	-----	21.2		-----	-----	18.9	-----
			75.				8.0				10				2				-----				-----
			67.				.7				7				5				-----				-----
			43.								30				16				24.3				21.4
							.8				57				42				24.9				24.2
98.	65.	51.			.1	.2	.1	39	14	30	20	4	6	15	10	-----	27.7	24.5	20.6	-----	26.0	21.6	19.2
ALL	89.	42.	3.					39	41	56	23	4	5	25	17	-----	-----	29.7	22.8	-----	-----	27.8	22.5
											77				81				25.1				24.1
98.	81.	7.		.2	.5	.4	1.5	299	186	198	13	14	38	61	22	38.7	29.7	24.3	16.3	35.7	27.5	21.6	15.1
80.	81.	15.	13.	-----		.7	1.1	4	13	14	8	1	3	6	7	-----	-----	24.5	22.2	-----	-----	26.2	21.7
90.	67.	8.						75	78	68	2	4	12	39	11	-----	31.3	23.4	-----	-----	25.0	22.4	-----
			51.								38				15				23.9				22.6
			76.								47				16				25.9				23.9
80.	72.	50.						10	19	14	8		6	4	5	29.9	26.5	-----	-----		25.0	-----	-----
			67.								88				67				20.3				21.3
			74.								26				12				24.8				24.1
ALL	ALL							3	11	4		1			1	-----	17.6	-----		-----			-----
96.	52.			6.1	7.3	6.0	-----	20	20	15	3	3	5	12	5	-----	-----	21.3	-----	-----	-----	19.6	-----
			68.								4				1				-----				-----
90.	31.	14.		.9	1.0	-----	-----	8	14	7	2	2	2		1	-----	-----	16.2	-----	-----	-----		-----
95.	84.			5.1	4.6	4.8		52	55	10		3	13	15		-----	27.2	21.7		-----	27.5	19.5	
ALL	91.	4.		9.9	10.3	12.6		18	25	17	1	2	7	9	3	-----	23.8	19.3	-----	-----	23.4	18.1	-----
											82				41				26.0				24.6
											1				2				-----				-----
											7				2				-----				-----
			84.				7.8				106				53				28.7				27.4
				.5	-----	-----	-----																
			31.				13.6				14				2				-----				-----
ALL	83.	35.		7.1	7.2	3.3	-----	53	37	17		9	9	6	2	29.6	24.8	23.1		27.4	24.0	18.0	-----
92.	60.	19.		6.6	7.3	8.1	8.7	20	37	38	8	4	5	10	8	-----	-----	24.7	20.9	-----	-----	21.2	19.4
ALL	90.	9.	3.	8.2	7.9	7.8	7.4	234	192	106	30	13	28	43	36	35.7	27.8	23.8	17.5	33.4	27.0	22.3	16.9
ALL	77.	25.						15	27	16			8	16		29.4	24.0	20.1			22.0	18.6	
			81.				3.3				229				143				25.8				24.0
ALL	86.	14.	13.	8.8	9.8	11.9	14.5	203	115	38	7	22	33	24	8	33.3	27.1	24.4	19.9	29.5	25.6	21.2	18.3
97.	89.			3.6	3.6	4.6		35	21	18		3	7	8		-----	27.2	22.1		-----	26.6	22.3	
			81.								39				13				22.2				21.7
88.	72.	15.		12.6	12.1	12.1	-----	61	56	22	2	6	12	12	8	29.6	25.4	19.4	-----	30.0	23.8	22.0	-----
ALL	97.	47.		6.2	6.1	8.2	-----	8	28	12			7	7		30.4	24.8	21.5			23.9	19.9	
			82.								33				11				22.4				19.6
											37				23				24.3				21.8
98.	88.	5.	33.	10.8	11.9	11.5	8.3	247	147	83	26	14	39	49	17	36.0	26.7	22.9	19.4	31.9	25.9	22.5	17.8
				-----	3.3	2.0	-----	3	7	11	1		5	4		-----	-----	-----	-----		-----	-----	
ALL	67.	40.	ALL	6.5	7.3	-----	-----	8	9	5					1	26.8	22.3	-----					-----
				-----				6								23.2							
ALL	ALL	36.	50.	-----	-----	5.0	-----	1	3	8	2	1		3		-----	-----	-----	-----	-----		-----	
96.	78.	12.						46	21	20	1	4	11	6	2	-----	27.5	21.9	-----	-----	23.8	20.4	-----
ALL	96.	33.		6.4	7.1	6.9	7.6	23	20	15	1	5	7	9	8	-----	28.5	22.7	-----	-----	26.4	23.4	-----
				9.2	9.5	11.6	11.4																
83.	75.			-----	8.0	8.0	7.3	4	7	16	3	2	1	7	10	-----	-----	20.2	-----	-----	-----	19.4	-----
											55				17				16.6				16.9
ALL	93.	21.		8.6	9.9	9.6	-----	9	12	16	1	1	2	23	5	-----	-----	20.4	-----	-----	-----	20.5	-----
ALL	87.	8.		7.9	9.1	9.7	-----	40	21	11		17	18	14	1	38.8	30.6	23.8		39.3	30.1	24.2	-----
99.	85.	11		8.4	8.8	9.1	-----	82	47	46			13	19	3	41.0	32.4	25.2			30.0	22.7	-----
ALL	94.	75.					-----	14	11	4	1	6	6	4	5	30.3	27.2	-----	-----	26.6	25.7	-----	-----
99.	98.	97.	36.					105	88	31	5	10	18	6	6	35.6	29.4	24.2	-----	34.3	29.3	23.6	-----
ALL	23.			2.6	2.9	4.1	7.5	4	4	6		6	7	16	8	-----	22.6	17.2		-----	22.3	18.0	15.7
ALL	39.			8.4	10.1	10.4	-----	184	93	105	3	9	21	21	4	48.8	33.0	29.1	-----	36.1	31.4	23.8	-----
ALL	73.	17.		4.0	6.0	3.8	-----	13	7	8	1	5	8	16	1	-----	19.3	18.2	-----	-----	21.1	18.2	-----
ALL	ALL	36.						2	3	4	2	1	1	7	1	-----	-----	-----	-----	-----	-----	-----	-----
93.	95.	50.	41.	.8	.5	2.4	2.8	81	73	39	7	11	12	17	10	35.8	29.6	23.8	19.7	36.2	29.2	23.0	19.2
ALL	ALL	75.	67.	-----	-----	1.2	-----	1	3	8	2			8	1	-----	-----	24.3	-----			23.1	-----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AD	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AD	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
PENNSYLVANIA (CONTD)															
COLLEGE MISERICORDIA		IIB		4	4	4	----	21.1	18.0	14.8	18.6	13.	5	21.0	FRMDW
CC ALLEGHENY CO ALLEG CAM		III	3	3	3		28.2	25.2	21.6	----	25.2	26.	1	31.8	FRMLDUW
CC ALLEGHENY CO BOYCE CAM		III	3	2	3		27.6	25.8	21.7	----	31.0	21.	3	37.6	FRMLDUW
CC ALLEGHENY CO NORTH CAM		III		4	4		----	21.4	19.6	----	20.0	28.	1	25.7	FRMLDUW
CC ALLEGHENY CO SOUTH CAM		III	3	4	4		27.2	23.6	20.0		24.2	27.	1	30.7	FRMLDUW
DELAWARE VLY C SCI & AGR	6	IIB	2	2	1	1	31.0	26.0	22.6	19.1	24.6	18.	3	29.0	FRMLDUW
DICKINSON COLLEGE		IIB	1	1	1	1	37.0	28.4	22.0	20.3	27.9	30.	1*	36.2	FRMLDWTO
DICKINSON SCH OF LAW		IIC													
DREXEL UNIVERSITY		IIA	1*	1	1*	2	42.9	30.9	26.8	20.2	33.2	22.	2	40.6	FRMLDUWT
DUQUESNE UNIVERSITY	LFO	IIA	3	4	5	5	32.7	25.0	20.6	16.7	25.7	22.	2	31.2	FRMLDUW
EAST STROUDSBG ST COLLEGE	43	IIA	2	2	2		35.5	28.9	23.7	----	30.1	18.	4	35.5	FRMLUW
EASTERN BAPTIST THEOL SEM		IIC	3				27.7	----	----		25.9	23.	2	31.7	FRMUW
EASTERN COLLEGE		IIB	3	3	3		27.2	22.9	19.1	----	23.6	17.	3	27.7	FRMLDUW
EDINBORO STATE COLLEGE	43	IIA	2	2	1		35.5	29.5	24.1		30.6	26.	1	38.7	FRMLUW
ELIZABETHTOWN COLLEGE		IIB	2	1	1		31.3	27.4	23.1	----	27.3	18.	3	32.2	FRMLDUW
FRANKLIN AND MARSHALL C	44	IIB	1*	1*	2	2	40.8	31.3	21.5	17.8	30.1	28.	1*	38.5	FRMLDUWT
GANNON UNIVERSITY		IIA	4	3	2	4	30.7	26.8	23.4	16.8	26.0	22.	2	31.7	FRMLDUW
GENEVA COLLEGE		IIB	3	3	3		27.2	23.3	19.0	----	23.7	20.	2	28.3	FRMLW
GETTYSBURG COLLEGE		IIB	1	1	2	1	37.3	28.6	21.9	21.0	27.8	24.	1	34.5	FRMLDUWT
GWYNEDD-MERCY COLLEGE		IIB		5	5	4	----	18.7	17.3	15.3	16.8	12.	5	18.7	FRMLDW
HARRISBURG AREA CC	3	III	2	2	2	3	30.9	27.1	23.3	17.7	26.4	26.	1	33.1	FRMLDUW
HAVERFORD COLLEGE		IIB	1*	1*	1	1*	39.2	30.5	23.7	21.9	32.2	24.	1	40.0	FRMLDUWTO
IMMACULATA COLLEGE	LFO	IIB	4	2			26.1	24.9	----	----	24.1	17.	3	28.2	FRMDW
INDIANA U OF PENNSYLVANIA	43	IIA	2	2	2	4	35.5	29.1	23.3	17.3	29.2	21.	3	35.5	FRMLUW
JUNIATA COLLEGE		IIB	1	2	2		32.7	25.1	21.7	----	26.9	24.	1	33.3	FRMLDUW
KEYSTONE JUNIOR COLLEGE		III	5	5	5	5	23.9	19.3	18.3	15.4	19.2	20.	3	23.1	FRMLDUWT
KING'S COLLEGE		IIB	2	2	2		29.3	25.0	21.7	----	25.0	23.	1	30.7	FRMLDUW
LAFAYETTE COLLEGE		IIB	1*	1*	1*	1*	43.5	32.0	25.5	22.8	31.3	24.	1	38.8	FRMLDUWT
LANCASTER BIBLE COLLEGE		IIC			5		----	----	15.9		16.8	21.	2	20.3	FRMLW
LANCASTER THEOLOGICAL SEM		IIC	5				13.4				13.4	11.	1*	28.3	RMLWH
LA ROCHE COLLEGE		IIB		3	3		----	23.2	19.9	----	21.2	12.	5	23.7	FRMLDUW
LA SALLE COLLEGE		IIB	1	1*	1*	1	36.7	29.8	24.6	20.0	28.3	17.	3	33.1	FRMLDUW
LEBANON VALLEY COLLEGE		IIB	3	3	3		28.3	22.4	20.1	----	23.0	21.	2	27.9	FRMLDWT
LEHIGH CO CMTY COLLEGE		III													
LEHIGH UNIVERSITY		I	2	2	1		43.7	32.1	26.0	----	36.9	31.	1*	48.2	FRMLDWT
LUTH THEOL SEM GETTYSBURG		IIC													
LUTHERAN THEOL SEM PHILA		IIC	2				29.7	----	----		28.6	41.	1	40.3	RMLWH
LYCOMING COLLEGE		IIB	2	2	2	2	31.4	25.2	20.5	18.3	23.5	17.	3	27.4	FRMDUW
MANSFIELD STATE COLLEGE	43	IIA	2	2	3	3	35.7	29.1	23.0	18.6	29.0	20.	3	34.7	FRMLUW
MARYWOOD COLLEGE		IIA	5	5	5	4	26.4	23.1	18.9	17.5	20.9	18.	4	24.5	FRMLDUW
MERCYHURST COLLEGE		IIB	3	3	3	3	26.5	22.9	20.1	17.4	21.9	21.	2	26.4	FRMLDUW
MESSIAH COLLEGE		IIB	3	2	1	3	27.6	25.0	22.9	17.3	23.7	21.	2	28.6	FRMLUW
MILLERSVILLE ST COLLEGE	43	IIA	3	2	2	3	33.7	29.1	23.5	19.1	28.6	23.	2	35.3	FRMLUW
MONTGOMERY CO COMMUNITY C		III	2	2	2	3	32.2	27.8	22.3	18.2	26.9	22.	2	32.8	FRMLDUWT
MORAVIAN COLLEGE		IIB	1	2	2	2	32.5	25.5	21.2	18.0	25.4	26.	1	32.0	FRMLDUWT
MOUNT ALOYSIUS JR COLL		III		5	4	5		16.7	18.5	15.2	16.6	19.	3	19.7	FRMLDUW
MUHLENBERG COLLEGE		IIB	1	2	2		33.9	26.3	21.4	----	27.9	25.	1	34.8	FRMLDUW
NORTHAMPTON CO AREA CC	4	III	3	3	3	3	27.1	24.2	21.3	17.7	23.7	26.	1	29.9	FRMLDUW
NORTHEASTERN CHRISTIAN JC		III						----	----	----	14.9	31.	1*	19.5	RMLH
NEUMANN COLLEGE		IIB		3		3	----	23.3	----	17.4	19.9	15.	4	22.8	FRMDUW
PA COLLEGE OF OPTOMETRY		I		2	3		----	30.6	24.9	----	27.8	21.	3	33.7	FRMLDW
PA COLLEGE PODIATRIC MED		IIC	1		1		40.7	----	25.3	----	30.4	17.	3	35.7	FRMLDW
PA STATE U MAIN CAMPUS	43	I	2	2	2	5	41.3	30.6	25.2	16.9	31.5	19.	4	37.6	FRMLUW
PENN ST U IIA CAMPUSES	43	IIA	3	1	2	2	34.4	30.3	24.0	20.1	25.8	21.	3	31.2	FRMLUW
PENN ST U III CAMPUSES	43	III	2	2	2	3	32.4	27.4	22.0	18.7	22.6	22.	2	27.3	FRMLUW
PHILA COLLEGE OF ART		IIC	3	4	4		28.8	21.3	17.3		22.2	18.	3	26.2	FRMLDWT
PHILA COLLEGE OF BIBLE		IIC	5	5	5	5	17.7	11.4	14.0	12.2	13.9	17.	3	16.2	R
PHILA COLLEGE PHAR & SCI		IIC	1	2	2	2	36.1	27.4	23.2	19.0	27.1	28.	1	34.7	FRMLDUWT
PHILA C TEXTILES AND SCI		IIB	1	1	1*		36.1	29.6	24.6	----	28.5	22.	1	34.7	FRMLDUW
POINT PARK COLLEGE		IIB	4	4	4	5	25.8	21.1	17.5	14.6	21.7	20.	2	26.1	FRMLDUW
READING AREA CMTY COLLEGE		III	4				25.1	----	----	----	22.3	20.	3	26.9	FRMLDW
REFORMED PRESB THEOL SEMINARY		IIC													
SAINT JOSEPH'S UNIVERSITY		IIB	1	1	1	2	35.4	29.0	22.5	18.0	26.8	18.	3	31.7	FRMLDUW
SAINT VINCENT SEMINARY		IIC						----	----	----	----	---	3	----	RM
SETON HILL COLLEGE		IIB	3	3	4	4	26.9	23.5	18.3	15.3	20.1	16.	4	23.4	FRMLDUW
SHIPPENSBURG ST COLLEGE	43	IIA	2	2	2		35.5	28.8	23.5	----	30.3	21.	3	36.6	FRMLUW
SLIPPERY ROCK ST COLLEGE	43	IIA	2	2	2	3	35.6	29.1	23.4	18.6	29.6	21.	3	35.9	FRMLUW
SUSQUEHANNA UNIVERSITY		IIB	1	2	2	1	32.7	26.3	21.7	20.3	26.5	18.	3	31.3	FRMLDUW
SWARTHMORE COLLEGE		IIB	1*	1*	1*		44.4	32.6	24.3	----	35.4	21.	2	42.8	FRMLDUWT
TEMPLE UNIVERSITY		I	3	3	3	3	40.0	30.5	24.6	19.1	32.8	22.	2	40.1	FRMLDUW
THIEL COLLEGE		IIB	3	3	3		26.6	22.9	19.4	----	23.1	30.	1*	30.0	FRMLDUWT
UNIVERSITY OF PENNSYLVANIA		I	1	1	1*		49.1	34.5	28.5		39.6	23.	2	48.7	FRMLDUWT
UNIV OF PITTS MAIN		I	2	2	3	5	43.6	30.9	24.4	17.2	32.6	25.	1	40.6	FRMLDUWT
UNIV OF PITTS BRADFORD		IIB		2	2	3	----	26.4	21.5	16.3	22.6	23.	1	27.9	FRMLDUWT
UNIV OF PITTS GREENSBURG		III		4	3	4	----	23.3	21.3	15.8	22.1	26.	1	27.9	FRMLDUWT
UNIV OF PITTS JOHNSTOWN		IIB	1	1	1	2	32.7	27.3	22.3	17.5	24.6	26.	1	30.8	FRMLDUWT
UNIV OF PITTS TITUSVILLE		III		4				23.2	----	----	20.3	30.	1*	26.5	FRMLDUWT
UNIVERSITY OF SCRANTON		IIA	4	3	2	1	31.9	26.8	23.3	21.9	24.8	21.	3	32.2	FRMLDUW
URSINUS COLLEGE		IIB	2	2	2		31.1	25.5	21.0	----	24.9	18.	3	29.3	FRMLDUWT
VALLEY FORGE CHRISTIAN C		IIC					----		----	----	12.5	26.	1	15.8	FRMLW
VALLEY FORGE MILITARY JC		III					----	----	----	----	16.2	18.	4	19.0	FRMUW
VILLA MARIA COLLEGE	LFO	IIC		5	4		----	18.6	17.7	----	18.1	20.	3	21.7	FRMLDWT
VILLANOVA UNIVERSITY		IIA	1	1*	1	3	40.3	31.7	25.7	18.9	30.2	18.	4	35.5	FRMLD
WASHINGTON JEFF COLLEGE		IIB	2	2	2	1	30.4	25.6	22.0	20.9	25.5	24.	1	31.6	FRMLDUWT
WAYNESBURG COLLEGE		IIB	5	5			22.4	18.9	----	----	20.4	22.	1	24.9	FRMLDU
WEST CHESTER ST COLLEGE	43	IIA	2	2	2	2	35.6	29.2	23.6	19.7	29.4	21.	3	35.7	FRMLUW
WESTMINSTER COLLEGE		IIB	2	3	2		30.3	23.9	20.7	----	25.0	16.	4	28.9	FRMLDUWTH
WESTMORELAND COUNTY CC		III		4	2	4	----	23.9	22.5	16.9	22.2	22.	2	27.0	FRMLDUW
WIDENER UNIVERSITY		IIA	1	1	2	2	37.1	29.8	23.2	20.3	27.3	28.	1	35.0	FRMLDUWT
WILKES COLLEGE		IIA	4	4	5		30.5	25.0	20.3	----	23.8	16.	4	27.5	FRMLDUW
WILLIAMSPORT AREA CC		III	4	3	2	1	24.9	24.4	23.1	20.9	22.5	26.	1	28.4	FRMLDUW
WILSON COLLEGE		IIB	3	4	5		26.5	22.1	16.8		21.8	15.	4	25.0	FRMLDW
YORK COLLEGE PENNSYLVANIA		IIB	1	1*	1*	1	37.7	30.3	24.6	19.8	27.3	21.	2	33.0	FRMLDUW
RHODE ISLAND															
BARRINGTON COLLEGE		IIB	5	5	4		21.4	19.3	17.5	----	18.6	16.	4	21.7	FRMWT
BROWN UNIVERSITY		I	1	2	3		45.3	31.6	24.6	----	37.4	24.	1	46.3	FRMLDUWT
BRYANT C BUSINESS ADMIN		IIC	1	1	1	1*	36.9	32.7	26.9	25.0	31.7	23.	2	39.0	FRMLDUW
COMM COLL OF R I		III	3	3	3	5	28.6	24.4	21.1	14.2	24.7	25.	2	30.8	FRMLD
RHODE ISLAND COLLEGE	4	IIA	4	4	3	4	31.7	25.8	22.4	18.0	25.9	24.	2	32.2	FRMLU
RI SCHOOL OF DESIGN		IIC	2	2	2		35.8	28.2	22.1	----	26.7	24.	2	33.2	FRMLDWT
SALVE REGINA-NEWPORT C		IIB	3	3	3	4	28.0	23.3	19.8	16.1	21.5	15.	4	24.6	FRMLDWO
U OF RHODE ISLAND		I	5	4	3	4	35.8	28.4	24.9	17.6	30.4	21.	3	36.9	FRML
SOUTH CAROLINA															
AIKEN TECHNICAL COLLEGE		IV				4				20.2	20.2	18.	3	23.8	FRMLUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY (CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
80.	88.	38.		-----	7.0	3.6	2.5	2	11	10	2	3	5	19	12	----	----	18.2	----	----	----	17.9	----
ALL	95.	73.		5.5	4.9	5.0		29	33	27		22	22	13	1	29.1	25.8	22.2		26.9	24.1	20.3	----
ALL	86.	43.		5.0	5.0	5.2	-----	20	20	12		9	8	9	4	27.6	26.5	23.7		27.6	24.1	19.2	----
ALL	62.	53.		-----	5.0	5.0	-----	3	7	9	2	2	6	8	3	----	21.9	19.8	----	----	20.8	19.5	----
ALL	84.	50.		5.0	5.0	5.0	-----	14	23	5		12	21	7		27.8	24.1	----		26.4	23.1	----	
90.	ALL	37.	11.	7.6	7.6	7.7	7.0	10	29	21	9		2	6		31.0	----	23.3	19.1		----	20.1	
ALL	88.			8.9	9.4	12.6	11.0	30	34	20	5		6	12	8	37.0	28.4	22.2	----		28.0	21.8	----
				12.6	-----	-----																	
95.	77.	12.						106	94	74	6	8	13	35	5	43.5	31.3	28.0	----	34.7	27.8	24.1	----
99.	85.	26.	13.	4.8	3.9	5.8	3.5	74	73	48	2	7	32	25	13	33.1	26.0	21.5	----	28.5	22.6	18.9	----
ALL	90.	71.						76	63	28	3	12	21	23	1	35.4	29.0	23.5	----	35.7	28.8	23.8	----
89.				7.0	-----	-----		8	1	2		1		1		----	----	----		----		----	
94.	62.	25.		6.6	5.1	5.8	-----	11	11	6			2	2	1	----	----	----		----	----	----	----
ALL	96.	86.		.3	.9	1.0		114	84	54		11	16	23		35.6	29.5	24.3		34.7	29.3	23.8	
ALL	84.	33.		5.6	3.8	6.3	-----	28	36	16		1	7	8	4	----	27.3	23.5		----	27.7	22.3	----
ALL	ALL			7.5	9.9	9.8	-----	43	40	50	6					49.8	31.3	21.5	17.8				
96.	92.	33.						23	34	31	5	2	3	5	1	----	----	----	----	----	----	----	----
95.	75.	30.		5.2	4.5	6.5	-----	18	13	8	1	1	3	2	1	----	----	----	----	----	----	----	----
ALL	96.	32.	8.	6.4	6.9	7.9	6.2	28	50	22	6	3	2	15	7	----	----	22.2	21.1	----	----	21.4	20.9
40.	69.	51.							6	5	8	5	10	30	36		19.8	----	17.0	----	18.1	----	14.9
ALL	ALL	38.		7.3	9.8	10.4	11.4	53	28	7	14	9	14	1	15	31.1	28.3	----	20.2	30.1	24.7	----	15.3
86.	76.							35	13	13	3	2	4	6	3	----	----	23.3	----	----	----	24.8	----
ALL	86.	50.		16.2	15.5	-----	-----	2	3	1	1	4	4	1	1	----	----	----	----	----	----	----	----
99.	91.	57.	16.					206	155	92	23	32	38	39	14	35.5	29.2	23.5	17.2	35.4	28.6	23.1	17.6
76.	50.	18.		5.1	5.0	5.2	-----	29	21	11	1		5	6	3	32.7	----	22.3	----		----	20.7	----
ALL	82.	14.		4.5	5.2	5.2	5.9	7	8	2	3	2	3	5	7	----	----	----	----	----	----	----	----
96.	ALL	37.		5.1	5.2	5.1	-----	25	27	21	1	2	2	9	1	----	----	22.0	----	----	----	20.9	----
ALL	98.	3.		7.6	7.2	10.3	8.5	34	43	51	9	1	5	14	2	----	----	25.9	----	----	----	24.3	----
				-----	-----	-----		2	2	5			2	1		----	----	----			----	----	
								10								13.4							
				-----	4.0	4.0	-----	1	2	8	1	2	4	11		----	----	20.4	----	----	----	19.6	
ALL	93.	54.		4.2	4.5	6.1	6.3	36	65	48	12		10	21	8	36.7	30.5	25.4	20.8		25.4	22.7	18.8
ALL	83.	39.		7.5	7.8	7.8	-----	17	21	20	3	2	3	3	2	----	----	----	----	----	----	----	----
				8.5	9.3	9.2	-----																
98.	92.							182	79	54	1	8	12	19		----	32.5	26.9	----	----	29.9	23.4	
				7.0	-----	-----																	
ALL	50.			6.0	-----	-----		9	1	1			1			29.7	----	----			----		
92.	ALL	41.	9.	7.0	8.4	8.0	7.5	12	22	24	5	1	2	5	6	----	----	----	----	----	----	----	----
ALL	94.	74.	71.	.2		.1	.6	44	54	27	5	4	10	15	2	----	29.1	22.9	----	----	29.3	23.3	----
69.	62.	25.		9.1	3.9	5.1	4.8	12	25	24	6	4	17	41	9	----	23.6	21.1	18.6	----	22.3	17.5	16.8
ALL	88.							9	16	15	7	4	8	8	3	----	23.1	21.0	----	----	22.6	18.4	----
69.	21.	6.						14	18	20	7	2	1	11	2	----	----	23.2	----	----	----	22.4	----
ALL		55.						90	83	45	6	7	33	24	14	33.5	29.3	23.5	19.1	35.6	28.7	23.3	19.1
ALL	98.	80.						32	27	18	2	9	27	23	6	32.7	29.0	22.7	----	30.2	26.6	22.0	----
ALL	86.	14.		6.0	6.8	7.5	6.7	20	22	20	5	4	7	8	3	----	25.5	21.4	----	----	25.7	20.8	----
	71.		6.						3	3	3		4	9	15		----	----	----		----	----	----
98.	93.	17.		7.4	6.9	8.8	-----	43	12	26		4	3	4	5	----	----	----		----	----	----	----
ALL	92.	53.	17.	9.6	9.5	9.4	-----	13	17	11	3	7	7	8	3	27.0	24.5	21.7	----	27.4	23.7	20.8	----
	ALL	ALL							1	2	2				1		----	----	----				----
				-----	7.8	-----	7.3	1	4		2	1	3	3	13	----	----		----	----	----	----	----
ALL	88.							3	13	9	2	1	3	6		----	----	24.5	----	----	----	25.5	
ALL								8	5	12	1	1		1	1	----	----	----	----	----		----	
98.	85.	23.		3.5	4.0	5.5	5.1	505	341	282	83	24	45	76	66	41.5	30.8	26.0	17.6	37.5	28.9	22.4	16.0
89.	89.	29.		3.5	4.2	4.0	4.6	19	60	67	28		6	13	11	34.4	30.6	24.5	21.3		27.5	21.6	17.0
ALL	96.	50.		4.0	4.2	3.7	3.7	19	100	312	117	4	16	83	52	----	27.6	22.4	19.3	----	26.2	20.7	17.1
ALL	90.	29.						18	26	13		2	5	8		----	----	17.7		----	----	16.5	
44.	20.			6.1	5.1	-----	9.7	9	8	8	4		2	1	2	17.7	----	----	----		----	----	----
ALL	ALL							18	15	15	8	3	2	10	4	----	----	23.5	----	----	----	22.7	----
ALL	94.	30.		5.6	8.2	6.7	-----	18	26	26	1		5	7	1	36.1	----	24.8	----		----	24.0	----
ALL	94.	25.				2.4	4.9	23	13	7	5	8	5	5	5	26.0	----	----	----	25.2	----	----	----
				-----				9		1		8	4	3	4	25.9		----		24.2	----	----	----
ALL	85.	41.		5.7	6.4	6.0	-----	30	32	54	4	3	1	10	5	----	----	22.6	----	----	----	21.9	----
									1	1	2						----	----	----				
90.	80.			4.2	4.7	5.6	6.0	1	6	5	4	9	4	10	11	----	----	----	----	----	----	----	----
99.	88.	67.		.6	1.7	2.0	-----	112	76	48	2	5	14	18		----	28.9	23.9	----	----	28.0	22.5	
ALL	95.	80.	32.	.9	2.3	1.0	7.2	114	66	46	13	16	19	29	12	35.6	29.2	23.0	18.2	35.6	28.8	23.9	19.1
96.	93.	33.	33.	7.5	7.0	7.8	8.3	24	26	21	3	4	1	6	3	----	----	22.4	----	----	----	19.5	----
95.	86.	5.		6.8	6.8	7.1	-----	59	18	27	2	5	11	13	2	----	33.4	24.7	----	----	31.3	23.5	----
99.	92.	27.	21.	5.6	6.8	5.6	3.5	400	320	149	19	68	83	79	19	40.9	30.5	25.3	20.4	35.2	30.3	23.3	17.7
95.	65.	33.						19	14	7	1	3	3	8	2	----	----	19.4	----	----	----	19.4	----
ALL	88.	2.						437	193	209		33	50	83		49.5	34.8	29.1		44.3	33.2	26.8	
97.	87.			4.2	4.3	5.8	5.5	372	331	163	20	46	100	113	58	44.4	31.2	24.8	18.1	37.7	29.8	23.8	16.9
ALL	95.			-----	3.9	5.6	4.2	1	18	10	3		3	4	9	----	----	----	----		----	----	----
ALL	ALL			-----	4.5	4.9	5.1	4	11	7	4	1	6	3	4	----	24.2	----	----	----	21.8	----	----
ALL	ALL			4.2	5.1	4.5	4.9	10	46	30	11	2	8	12	10	----	27.5	23.0	19.6	----	26.6	20.6	15.3
	ALL				-----	-----	-----		6	2	1						23.2	----	----				
98.	86.	31.		4.0	4.2	6.8	-----	47	51	45	1	1	5	13	5	----	----	23.7	----	----	----	22.1	----
95.	85.	31.		10.9	13.1	11.7	-----	21	15	18	1	1	5	11	4	----	----	22.3	----	----	----	18.8	----
ALL				-----	-----	-----	-----	2		2	2			1		----		----	----			----	
				-----	-----	-----	-----	1	4	1	1					----	----	----	----				
ALL	82.	25.		-----			-----		2	10	1	1	9	22	3		----	17.7	----	----	----	17.7	----
93.	84.	44.		4.8	5.3	6.1	5.2	102	115	146	13	7	16	53	21	41.0	31.7	26.5	20.3	30.4	31.9	23.3	18.0
				5.8	6.4	8.3	8.5	21	27	14	6		1	6	1	30.4	----	22.8	----		----	20.0	----
ALL	ALL	40.			.7	-----	-----	21	7	4	2	2	2	1	1	----	----	----	----	----	----	----	----
ALL	96.	81.	76.	3.8	4.7	5.5	2.2	121	140	59	6	22	45	53	11	35.6	29.2	23.5	20.0	35.3	29.0	23.6	19.5
94.	91.	47.			.9	.2	-----	33	26	23	3	3	7	9		----	23.8	20.7	----	----	24.2	20.7	
				-----	9.0	8.7	7.7	1	12	15	8	1	5	13	1	----	----	22.6	----	----	----	22.5	----
75.	68.	17.		5.2	6.2	7.8	8.1	22	44	35	3	6	13	25	6	38.1	30.7	25.3	----	33.5	26.9	20.4	----
94.	78.	13.		10.8	10.2	10.9	21.6	33	31	39	2	3	6	28	2	----	25.3	21.2	----	----	23.2	18.9	----
92.	98.	92.	62.	11.1	11.2	11.4	12.0	11	33	35	65	2	8	3	20	----	24.4	----	21.1	----	24.0	----	20.0
90.	69.			6.0	6.0	6.0		8	9	4		2	4	5		----	----	----		----	----	----	
93.	79.	32.		8.9	9.5	8.9	9.1	13	24	27	3	1	5	17	13	----	----	25.3	----	----	----	23.5	----
29.								4	4	5	2	3	3	3	2	----	----	----	----	----	----	----	----
99.	92.			7.5	8.8	10.8	-----	262	63	78	1	13	22	37	2	45.5	31.8	25.4	----	40.8	31.0	22.8	----
86.	81.	29.						21	29	13	10	7	8	4	5	37.2	33.5	----	----	35.9	30.0	----	----
ALL	ALL	63.		3.6	5.4	3.7	6.5	74	53	28	4	27	50	40	6	28.7	24.1	20.4	----	28.2	24.6	21.5	----
ALL	95.	54.		4.3	4.7	4.8	5.2	84	91	41	6	22	27	73	20	31.8	26.8	22.8	14.2	31.4	25.0	22.2	18.0
41.	3.							16	25	26	1	1	6	16		----	28.3	22.8	----	----	27.8	21.1	
86.	40.	22.						13	6	15	9	8	9	22	10	28.0	22.5	19.6	16.8	27.9	23.8	20.0	15.6
98.	88.	23.		5.1	5.7	6.3	7.5	276	167	111	3	19	52	70	8	35.9	28.7	25.7	----	34.6	27.5	23.5	----
							7.6				26				11				20.5				19.6

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
SOUTH CAROLINA (CONTD)															
ANDERSON COLLEGE		IV				4				19.1	19.1	19.	3	22.7	FRMLDW
BAPT COLLEGE AT CHASTN		IIB	5	5	5		21.0	18.4	15.0	----	17.3	17.	3	20.3	FRMLD
BEAUFURT TECH COLLEGE		IV				4				18.6	18.6	19.	3	22.1	R
BENEDICT COLLEGE		IIB	4	5	5	5	24.8	17.8	15.6	13.2	17.3	20.	2	20.7	FRMUW
CENTRAL WESLEYAN COLLEGE		IIB	5	5			17.4	15.3	----	----	15.5	16.	4	17.9	FRMLW
CHESTERFLD-MARLBORO TECH		IV				4				19.3	19.3	22.	2	23.6	FRLUW
CITADEL MILITARY C OF SC		IIA	3	3	3	2	33.7	27.2	23.0	19.4	28.2	16.	4	32.9	FRMLUW
CLEMSON UNIVERSITY		I	3	3	3	5	39.1	30.0	24.6	15.7	30.5	18.	4	35.9	FRMLDUW
CLINTON JUNIOR COLLEGE		IV				5				7.5	7.5	15.	4	8.6	FU
COKER COLLEGE		IIB	4	4	5		25.1	20.0	17.5		20.7	19.	3	24.6	FRMLDW
COLLEGE OF CHARLESTON		IIA	4	4	4		31.1	26.8	21.8	----	25.3	17.	4	29.7	R
COLUMBIA BIBLE COLLEGE		IIC				1				21.3	21.3	21.	2	25.7	FRMUW
COLUMBIA COLLEGE		IIB	5	5	4	4	22.6	19.7	17.7	16.1	19.4	17.	3	22.6	FRMLDUW
DENMARK TECHNICAL COLLEGE		IV				5				15.3	15.3	19.	3	18.2	FRMUW
FLORENCE DARLINGTON TECH		IV				4				18.8	18.8	20.	2	22.6	FRMLDUW
FRANCIS MARION COLLEGE		IIB	1	2	2	4	32.7	25.7	21.2	15.5	24.0	18.	3	28.2	FRMLDUW
FURMAN UNIVERSITY		IIB	2	2	3	3	31.7	24.8	20.3	16.9	25.3	18.	3	29.8	FRMLD
GREENVILLE TECH COLLEGE		IV				4				19.6	19.6	15.	4	22.5	FRMLDUW
LANDER COLLEGE		IIB	2	2	2		30.9	25.4	20.6	----	24.7	17.	3	28.9	FRMLUW
LIMESTONE COLLEGE		IIC	4	4	5		21.4	19.7	16.2	----	19.1	16.	4	21.8	FRMLU
LUTHERAN THEOL STHN SEM		IIC	4				22.3	----	----		21.0	44.	1	30.3	FRMLH
MIDLANDS TECH COLLEGE		IV				4				20.1	20.1	18.	3	23.6	FRMLDUW
MORRIS COLLEGE		IIB	5	5	5	5	18.6	17.2	14.9	13.2	15.7	9.	5	17.2	FRMW
NEWBERRY COLLEGE		IIB	5	5	5		21.9	19.0	16.5	----	18.8	16.	4	21.8	FRMLDUWTH
NORTH GREENVILLE COLLEGE		III		5		5	----	16.1	----	13.2	16.4	21.	3	17.5	FRMLW
ORANGEBURG CALHOUN TECH C		IV				4				17.9	17.9	18.	3	21.2	FRMLDUW
PIEDMONT TECH COLLEGE		IV				4				18.1	18.1	15.	4	20.8	FRMLDUW
PRESBYTERIAN COLLEGE		IIB	3	4	3		27.8	21.3	19.6	----	23.1	16.	4	26.9	FRML
SC STATE COLLEGE		IIB	1	1	1	3	32.6	27.5	22.7	17.4	24.2	18.	3	28.5	FRMLDUW
SPARTANBURG TECH COLLEGE		IV				4				18.4	18.4	18.	3	21.8	FRMLDUW
SUMTER AREA TECH COLLEGE		IV				4				18.8	18.8	18.	3	22.1	FRMLDUW
TRI-COUNTY TECH COLLEGE		IV				4				18.9	18.9	17.	3	22.1	FRMLUW
TRIDENT TECHNICAL COLLEGE		IV				4				18.0	18.0	18.	3	21.1	FRMLUW
U OF SC AT COLUMBIA		I	3	4	4	4	39.3	28.8	23.5	17.9	29.7	17.	4	34.7	FRMUW
U OF SC AT AIKEN		IIB	2	3	3		30.2	24.2	19.8	----	22.8	18.	3	26.8	FRMUW
U OF SC AT BEAUFORT		III		5	5		----	20.9	18.2	----	19.8	18.	4	23.3	FRMUW
U OF SC COASTAL CAROLINA		IIB	3	3	2	3	28.5	23.7	21.1	16.8	23.2	18.	3	27.3	FRMUW
U OF SC AT LANCASTER		III		4	4			22.6	19.8		21.6	18.	4	25.4	FRMUW
U OF SC AT SALKEHATCHIE		III					----	----	----	----	20.0	18.	4	23.6	FRMUW
U OF SC AT SPARTANBURG		IIB	2	3	2	2	29.7	24.3	20.8	18.4	22.0	18.	3	25.9	FRMUW
U OF SC AT SUMTER		III		4	4		----	22.6	19.5	----	20.8	18.	4	24.5	FRMUW
U OF SC AT UNION		III						----	----	----	19.5	18.	4	23.0	FRMUW
VOORHEES COLLEGE		IIB	5	5	5	5	21.8	18.2	15.7	13.3	16.6	12.	5	18.6	FRMLUW
WILLIAMSBURG TECH C		IV				4				18.3	18.3	18.	3	21.7	FRMLDUW
WINTHROP COLLEGE		IIA	3	2	3	5	33.9	28.0	22.5	16.1	25.9	18.	4	30.4	FRMUW
WOFFORD COLLEGE		IIB	2	2	3	2	31.8	24.7	20.3	17.6	25.1	17.	3	29.5	FRMLD
YORK TECHNICAL COLLEGE		IV				4				19.4	19.4	19.	3	23.1	FRMLDUW
SOUTH DAKOTA															
AUGUSTANA COLLEGE		IIB	3	4	4	3	26.5	22.0	17.7	16.7	21.6	21.	2	26.1	FRMLDUW
BLACK HILLS STATE COLLEGE		IIB	3	4	3	4	26.7	21.9	19.3	14.8	21.8	15.	4	25.0	FRML
DAKOTA STATE COLLEGE		IIB	5	4	4	4	20.7	21.1	18.2	15.4	18.1	16.	4	21.0	FRMLUW
DAKOTA WESLEYAN U		IIB	4	4	4	5	24.6	21.0	17.8	14.6	18.6	12.	5	20.8	FRM
HURON COLLEGE		IIB													
NATIONAL COLLEGE		IV				4				17.5	17.5	10.	5	19.2	FMUW
NORTH AMERICAN BAPT SEM		IIC		5			----	18.8	----	----	19.5	19.	3	23.2	RMW
NORTHERN STATE COLLEGE		IIB	4	3	3	3	25.5	22.1	20.0	16.3	21.6	15.	4	24.8	FRMLW
OGLALA LAKOTA COLLEGE		IV				4				20.6	20.6	15.	4	23.8	FRMLDUW
PRESENTATION COLLEGE		IV				5				17.0	17.0	16.	4	19.7	FRMLUW
SIOUX FALLS COLLEGE		IIB	5	5	4		22.2	19.8	18.6	----	19.1	21.	2	23.1	FRMLDUW
SD SCH MINES & TECHNOLOGY		IIC	2	2	2		31.3	25.5	22.3	----	26.7	15.	4	30.6	FRMLUW
SOUTH DAKOTA STATE UNIV		IIA	5	5	5	3	28.5	23.8	19.9	18.4	23.7	15.	4	27.2	FRMLUW
U OF SD MAIN CAMPUS		I	5	5	5	5	30.3	24.2	20.5	16.2	24.4	15.	5	28.1	FRMLUW
U OF SD AT SPRINGFIELD		III	4	4	3	3	27.0	23.2	20.8	17.9	21.8	15.	4	25.1	FRMLUW
YANKTON COLLEGE		IIB		5	5	4	----	18.3	15.2	15.5	16.7	20.	2	20.0	FRMDUW
TENNESSEE															
AQUINAS JUNIOR COLLEGE	LFO	IV				5				13.5	13.5	16.	4	15.8	FMW
AUSTIN PEAY ST UNIVERSITY	46	IIA	5	5	5	5	28.4	22.1	13.7	14.4	20.9	23.	2	25.7	FRML
BELMONT COLLEGE		IIB	3	3	2	2	27.8	22.9	20.7	17.7	23.3	16.	4	26.9	FRMLDT
BETHEL COLLEGE		IIB	5	5			21.1	18.8	----	----	18.7	14.	5	21.3	FRML
BRYAN COLLEGE		IIB	5	5	5		22.9	19.4	17.4	----	18.8	15.	4	21.6	FRMLUW
CHATTANOOGA ST TECH CC		III		3	2	1	----	24.1	22.0	20.5	22.0	22.	2	26.8	FRMLU
CHRISTIAN BROS COLLEGE	1	IIB	3	3	3		28.3	22.2	19.9	----	23.0	15.	4	26.4	FRMLDW
CLEVELAND ST CMTY COLLEGE		III	5	5	5	4	23.8	21.2	18.2	15.6	20.0	23.	2	24.5	FRMU
COLUMBIA ST CMTY COLLEGE		III		4	3	4	----	23.0	21.2	1. 9	20.1	17.	4	23.5	FRML
CUMBERLAND COLLEGE TENN		IV				5				15.9	15.9	12.	5	17.9	FRMLD
DAVID LIPSCOMB COLLEGE		IIB	3	4	4	4	26.6	21.9	18.9	15.0	21.4	11.	5	23.7	FMLDW
DYERSBURG ST CMTY COLLEGE		III		5	4	4	----	20.9	19.5	16.5	19.2	21.	3	23.2	FRM
EAST TENN ST UNIVERSITY	46	IIA	4	4	4	4	31.1	25.9	20.9	17.3	24.9	23.	2	30.7	FRMU
EMMANUEL SCH OF RELIGION		IIC					----	----			26.0	19.	3	30.9	FRMO
FISK UNIVERSITY		IIB	4	5	5	5	23.7	19.6	15.5	13.7	17.7	13.	5	20.0	FRMLDW
FREE WILL BAPTIST BIBLE C	PNA	IV													
HIWASSEE COLLEGE		IV													
JACKSON ST CMTY COLLEGE		III	5	5	5	4	23.7	20.2	18.3	16.3	19.2	20.	3	23.0	FRML
KING COLLEGE		IIB	4	4	4		24.1	20.4	17.6	----	20.5	18.	3	24.2	FRMLDW
LEE COLLEGE		IIB	5	4	4	4	22.0	21.1	18.0	15.8	19.3	20.	2	23.2	FRMT
LINCOLN MEM UNIVERSITY		IIB	5	5	5	5	21.8	17.5	15.5	13.7	15.9	19.	3	19.0	FRML
MCKENZIE COLLEGE		IV				5				11.8	11.8	19.	3	14.0	FMLW
MARYVILLE COLLEGE		IIB	4	5	5	5	23.5	18.3	16.8	14.4	18.6	18.	3	22.0	FRMLDWO
MEMPHIS ACADEMY OF ARTS		IIC					----	----	----	----	19.2	19.	3	22.8	FRMLDW
MEMPHIS STATE UNIVERSITY	46	I	5	5	5	5	31.9	25.1	20.6	15.9	24.8	19.	4	29.5	FRMU
MEMPHIS THEOLOGICAL SEM		IIB					----	----	----		21.6	15.	4	24.8	RL
MID-SOUTH BIBLE COLLEGE		IIC				2				18.9	18.9	19.	3	22.6	FRMLW
MIDDLE TENN ST UNIVERSITY	46	IIA	4	4	4	4	30.7	25.9	21.3	17.5	25.0	22.	2	30.5	FRML
MILLIGAN COLLEGE		IIB	5	5	5		22.9	19.5	16.2		19.5	12.	5	21.8	FRM
MOTLOW STATE CMTY COLLEGE		III		4	4	2	----	21.5	19.6	19.4	20.1	21.	3	24.3	FRMU
NASHVILLE STATE TECH INST		III	5	4	5	4	23.8	21.2	18.3	16.5	19.6	22.	2	23.9	FRM
SCARRITT COLLEGE		IIC		2			----	30.3			32.0	17.	3	37.4	FRMLD
SHELBY STATE CMTY COLLEGE		III	5	5	5	5	23.7	19.5	16.1	15.3	18.5	17.	4	21.6	FRMLU
STHN COLLEGE OF OPTOMETRY		IIC	2	1			34.0	32.1	----	----	29.7	22.	2	36.2	FRMLDUW
STHN C SEVENTH-DAY ADVENT		IIB	5	5	5	5	18.7	17.9	16.6	14.4	17.2	17.	3	20.1	FM4T
SOUTHWESTERN AT MEMPHIS	46	IIB	2	1	2		32.1	26.9	21.2	----	27.3	28.	1*	35.0	FRMLDUWT
STATE TECH INST KNOXVILLE		III		5	5	5	----	20.4	17.7	15.6	17.5	22.	2	21.4	FRMDU
STATE TECH INST MEMPHIS		III	5	4	4	4	24.5	21.3	18.6	16.3	20.2	22.	2	24.6	FRMLU
TENNESSEE ST UNIVERSITY	46	IIA	4	5	4	4	30.3	23.8	21.0	16.9	23.8	26.	1	29.9	FRMLU

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN	PR	AD	AI	IN
		83.					7.1				29				19				19.5				18.4
79.	21.	3.						15	11	13	1	4	3	18	1	----	----	15.9	----	----	----	.4.4	----
											26				22				18.8				18.2
81.	59.	48.	9.					11	14	15	11	5	3	8	11	----	----	15.1	13.5	----	----	16.4	12.8
ALL	43.			6.7	8.9	-----	-----	12	4	2			3	3	2	17.4	----	----			----	----	----
											9				7				21.0				17.2
89.	96.	29.		6.6	7.6	9.8	-----	52	54	29	4	1		5	2	----	27.2	----	----	----	----	----	----
96.	72.	23.	10.	12.6	9.6	12.7	6.0	214	186	114	13	9	24	49	18	39.3	30.2	25.4	17.0	36.2	28.0	22.8	14.7
											5				5				----				----
ALL	73.	30.						9	11	5		1	4	5		----	----	----		----	----	----	
89.	88.	30.		8.2	5.2	10.8	-----	22	71	43		5	12	33	2	----	26.9	22.2		----	25.9	21.3	----
			35.				10.0				28				6				21.8				18.7
ALL	93.	35.		4.1	4.7	6.2	10.3	12	10	10	2	6	5	13	4	22.7	----	17.5	----	22.4	----	17.8	----
							5.0				25				8				14.9				16.5
											46				42				19.9				17.6
92.	ALL	62.	4.	6.0	6.8	6.3	6.4	24	20	20	12	1	7	6	11	----	26.2	21.3	16.2	----	24.4	20.8	14.8
98.	95.	39.						53	36	30	8	4	4	16	6	----	----	20.9	17.3	----	----	19.1	16.3
											88				91				21.2				18.0
94.	87.	36.		5.4	6.4	7.6	9.9	14	32	10		2	15	12	4	----	25.3	20.6		----	25.6	20.6	----
ALL	71.	33.						7	10	1	2	2	4	5		----	----	----	----	----	----	----	
ALL	ALL							9	3	1						22.3	----	----					
											93				94				20.9				19.3
63.		9.						2	7	7	5	6	2	4	6	----	----	----	----	----	----	----	----
85.	87.	18.						12	9	9	4	1	6	2	1	----	19.1	----	----	----	18.8	----	----
50.	50.	33.	33.					2	4	2	5		2	1	10	----	----	----	----	----	----	----	----
							4.6				29				29				19.1				16.7
											29				20				18.8				17.1
ALL	94.	18.						21	13	8	1	2	4	3	4	----	----	----	----	----	----	----	----
82.	69.	26.		6.5	7.5	8.4	6.0	32	36	47	26	12	13	22	36	32.2	27.3	23.1	17.5	33.5	28.1	21.8	17.3
											41				34				19.9				16.7
							5.0				31				21				19.3				18.0
											44				27				19.7				17.5
											70				48				18.5				17.3
97.	87.	17.		5.6	6.8	4.4	5.7	281	282	156	33	11	77	68	48	39.4	29.1	24.3	19.1	36.6	27.6	21.8	17.2
ALL	96.	12.		4.3	5.3	6.6		9	15	13		2	10	12	3	----	23.9	18.5		----	24.5	21.1	----
ALL	83.	29.			6.1	6.4	-----	1	4	6			2	1	1	----	----	----			----	----	----
94.	82.	52.		4.8	5.1	6.3	-----	16	31	11	4		7	18	2	28.5	23.7	22.2	----		23.5	20.5	----
	ALL	33.			6.5	7.7			11	4			4	5			----	----			----	----	
ALL	ALL	33.		-----	-----	-----	-----	1	3	2	2		2	1	1	----	----	----	----		----	----	----
ALL	92.	21.		5.2	6.2	7.1	5.5	8	16	12	6	2	10	17	10	----	24.5	22.1	19.4	-----	23.7	19.9	17.9
ALL	71.	6.			4.8	7.6	-----	1	12	10			2	6	3	----	----	19.6			----	19.2	----
	ALL	60.			-----	5.3	-----		5	4	1			1	2		----	----	----			----	----
86.	67.		8.					6	3	4	4	1	3	2	8	----	----	----	----	----	----	----	----
											14				7				18.9				17.1
95.	74.	37.						50	32	45	10	10	15	30	22	34.1	27.9	22.5	15.9	32.7	28.1	22.6	16.1
ALL	81.	22.		5.1	5.7	7.4	-----	15	24	9	4		3		2	31.8	----	20.3	----		----		----
											33				34				20.7				18.1
89.	90.	34.						35	25	26	4	3	6	12	7	----	23.4	18.2	----	----	16.1	16.6	----
96.	77.	43.		4.4	4.6	-----	-----	23	18	24	3	3	4	11	3	----	----	19.6	----	----	----	18.6	----
ALL	91.	54.						10	11	6	13			7	9	20.7	21.1	18.0	14.9			18.3	16.3
ALL	ALL	25.						5	7	6	5	1	2	6	7	----	----	18.4	----	----	----	17.2	----
				-----	4.0	4.0	4.0																
			59.								19				13				17.4				17.5
ALL								2	6	2	1					----	18.8	----	----				
ALL	57.	40.	8.	4.0	4.0	4.0	4.0	32	18	36	8	1	3	12	5	----	----	20.0	----	----	----	20.0	----
											13				11				21.0				20.2
											5				10				----				----
ALL	64.	27.		2.0	2.7	1.8	-----	6	7	10	2		4	1	3	22.2	----	----	----		----	----	----
93.	61.	8.		10.7	6.8	7.3	-----	43	35	18	3	1	1	6	2	----	----	23.1	----	----	----	20.1	----
94.	72.	14.	5.					107	60	51	26	10	25	37	18	28.5	23.8	20.4	18.7	28.0	23.7	19.2	18.0
93.	69.	13.	3.	4.1	4.9	4.1	3.8	95	56	45	13	9	12	22	26	30.7	26.5	21.5	18.5	25.9	22.7	18.6	15.0
ALL	ALL	83.		4.0	4.0	3.7	3.1	8	18	10	12	1	1	2	4	----	----	----	----	----	----	----	----
ALL	83.	11.						3	5	5	5		1	4	2	----	----	----	----		----	----	----
											1				6				----				----
97.	81.	18.		.2	2.7	1.2	4.5	62	37	37	7	5	10	24	10	----	22.4	11.0	13.9	----	20.9	17.8	14.7
86.	62.	16.		7.9	8.2	8.4	-----	24	15	18	3	5	11	13	4	----	23.4	21.5	----	----	22.3	19.7	----
86.	86.			6.1	6.7	-----	-----	6	6	3	3	1	1	2	1	----	----	----	----	----	----	----	----
ALL	25.	27.						5	8	16	1	2		6		----	19.4	17.7	----	----		16.8	
80.	68.	63.	2.					5	18	17	22		7	10	28	----	24.4	22.4	21.3		23.3	21.1	19.9
ALL	62.	5.						20	28	16	1		6	6	2	28.3	22.8	20.3	----		19.6	18.6	----
ALL	ALL	65.		1.6	2.2	2.3	3.9	7	25	9	7	3	11	11	5	----	21.2	19.0	----	----	21.0	17.6	----
ALL	91.	68.	8.	-----	1.1	1.6	1.3	2	6	11	11	1	5	8	13	----	----	21.1	17.9	----	----	21.4	16.2
											14				10				17.1				14.3
83.	57.	13.		5.1	5.4	5.0	5.6	33	20	16	16	3	3	8	6	----	----	18.8	15.2	----	----	19.1	14.5
ALL	93.	71.						2	9	4	3		5	3	9	----	----	----	----		----	----	----
93.	84.	51.	24.	3.0	3.0	4.8	4.0	92	116	47	29	15	16	46	30	31.4	26.1	21.6	18.0	29.6	25.0	20.2	16.7
ALL	33.							4	3							----	----						
ALL	80.	50.						6	13	10	4	4	2	6	3	----	----	15.6	----	----	----	15.4	----
ALL	93.	72.		-----				5	23	10	5	1	7	15	7	----	20.2	18.8	----	----	20.1	17.9	----
								11	4	8			3	3	1	24.1	----	----			----	----	----
ALL	94.	50.						12	13	11	7	2	3	3	6	----	----	----	15.7	----	----	----	15.9
29.	25.	5.		-----	7.4	3.9	9.6	6	4	9	6	1	4	10	10	----	----	14.4	14.3	----	----	16.6	13.3
											3				4				----				----
89.	82.	44.		7.5	7.0	6.4	-----	7	11	6	3	2	6	3	3	----	18.7	----	----	----	17.7	----	----
				-----	-----	-----		3	5	2		1			1	----	----	----		----		----	----
96.	80.	41.	12.					198	168	158	33	19	29	84	33	32.1	25.4	20.9	16.2	30.2	23.6	20.2	15.5
ALL	ALL							2	2	2						----	----	----					
											5				1				----				----
93.	82.	37.	4.		.4	.2	.4	124	88	63	31	13	12	41	36	30.8	26.1	21.7	17.9	29.8	24.8	20.6	17.1
92.	63.							12	13	5			6	7		22.9	20.0	----			18.4	----	
ALL	ALL	62.	11.					3	6	4	5		2	9	14	----	----	----	----		----	----	----
ALL	92.	74.	20.	10.8	11.7	5.3	7.9	7	21	14	8	2	5	9	7	----	----	18.5	15.9	----	----	17.9	17.2
ALL	33.			-----	-----	-----		2	4			1	2			----	----			----	----		
77.	78.	40.			.1	.4		12	36	15	5	1	37	25	11	----	19.5	16.0	----	----	19.5	16.2	----
38.	14.							8	7	5	2				3	34.0	32.1	----	----				----
97.	85.							28	14	12	2	2	12	27	12	----	17.9	16.0	----	----	15.0	16.8	----
97.	87.	17.		7.3	8.3	9.7		33	19	14	1		4	9		32.1	----	22.2	----		----	19.6	
ALL	ALL	72.	11.					2	5	13	10		2	5	9	----	----	----	16.1		----	----	15.0
ALL	87.	79.	12.	7.5	9.6	9.7	10.1	21	24	23	16	7	7	10	10	24.5	21.1	18.6	16.6	24.6	21.8	18.8	15.8
85.	59.	46.	10.					64	63	44	15	20	32	55	26	30.8	24.0	22.4	17.2	28.8	23.6	19.8	16.7

APPENDIX I NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
TENNESSEE (CONTD)															
TENNESSEE TECHNOLOGICAL U	46	IIA	4	4	4	4	31.4	24.8	21.4	17.4	25.7	22.	2	31.3	FRM
TENN WESLEYAN COLLEGE		IIB		5	5		----	14.5	13.0	----	14.0	20.	2	16.8	FRMLDUW
TOMLINSON COLLEGE		IV				5				16.8	16.8	13.	4	18.9	FMLW
TRI-CITIES ST TECH INST		III			4	3		----	20.0	17.2	18.5	26.	1	23.4	FRMO
TUSCULUM COLLEGE		IIB		5	5		----	15.5	16.1	----	14.8	15.	4	17.1	FRMLDUW
UNION UNIVERSITY		IIB	4	4	3	3	25.3	21.4	19.4	17.0	20.5	10.	5	22.6	FMLDW
UNIVERSITY OF THE SOUTH		IIB	1	1	1	1	34.0	28.0	22.2	20.8	29.2	29.	1*	37.6	FRMLDUWTH
U OF TENNESSEE KNOXVILLE	46	I	5	5	5	5	33.8	26.3	22.0	16.0	27.9	20.	3	33.5	FRMUW
U OF TENN AT CHATTANOOGA	46	IIA	5	4	5	5	29.8	25.1	19.9	16.2	23.8	21.	3	28.7	FRMUW
U OF TENNESSEE AT MARTIN	46	IIB	3	3	2	4	26.7	24.2	21.2	15.0	23.4	21.	2	28.1	FRMUW
U OF TENN INST OF AGRI	46	IIA	3	2	1		33.7	28.2	24.3	----	28.7	21.	3	34.7	FRMUW
VANDERBILT UNIVERSITY		I	2	2	4	1	43.8	30.6	24.0	22.5	33.5	20.	3	40.3	FRMLDUW
VOLUNTEER ST CMTY COLLEGE		III	4	4	4	4	25.9	21.4	18.9	16.6	20.9	15.	4	24.0	FRM
TEXAS															
ABILENE CHRSTN UNIVERSITY		IIA	5	4	3	4	30.0	26.2	22.9	17.8	26.3	24.	2	32.5	FRMLUWT
AMARILLO COLLEGE	3	III	3	2	1	1	29.5	26.3	25.8	23.2	26.1	23.	2	32.0	FRMWO
AMERICAN TECHNOLOGICAL U		IIA					----	----	----	----	19.5	9.	5	21.3	RMLDU
ANGELINA COLLEGE		IV				3				23.0	23.0	19.	3	27.3	FRML
ANGELO STATE UNIVERSITY	47	IIA	3	1	1	2	34.0	30.5	26.3	19.5	27.7	21.	3	33.4	FRM
AUSTIN COMMUNITY COLLEGE		IV				2				24.3	24.3	13.	4	27.4	RMLDUW
BAYLOR UNIVERSITY	4	I	3	3	2	2	39.6	29.8	25.8	20.3	29.5	23.	2	36.3	FRMLD
BEE COUNTY COLLEGE		IV				3				21.5	21.5	13.	4	24.3	RMLUW
BISHOP COLLEGE		IIB	5	5	5	5	20.2	18.8	17.0	13.4	17.4	12.	5	19.4	FRLU
CISCO JUNIOR COLLEGE		IV				4				20.2	20.2	20.	2	24.3	RMLW
CLARENDON COLLEGE		IV													
COLLEGE OF THE MAINLAND	5	IV				1				28.8	28.8	22.	2	35.2	RMLDUW
CORPUS CHRISTI STATE U	47	IIA	3	3	2		34.5	27.8	23.9	----	28.6	21.	3	34.7	FRMO
DALLAS BAPTIST COLLEGE		IIB	3	3	3		28.7	22.9	19.3	----	23.4	17.	3	27.4	FRMLUWT
DEL MAR COLLEGE		III	1	1	1	1	34.8	29.3	26.1	22.7	27.3	22.	2	33.3	FRMLDUWO
EAST TEXAS BAPTIST COLL		IIB													
EAST TEXAS ST UNIVERSITY	47	IIA	3	2	2	2	34.7	28.3	24.0	20.4	29.4	21.	3	35.4	FRMO
EL PASO CO CMTY COLLEGE		IV				2				23.8	23.8	13.	4	26.9	RMLDUW
FRANK PHILLIPS COLLEGE		IV				2				27.3	27.3	20.	2	32.9	FRMLDUW
GALVESTON COLLEGE		IV				2				25.5	25.5	16.	4	29.7	FRMLDUW
GULF COAST BIBLE COLLEGE		IIB	5			3	21.5	----	----	16.9	18.6	14.	5	21.2	FRMW
HARDIN-SIMMONS UNIVERSITY		IIA	5	5	5	4	26.7	22.4	19.4	17.7	22.7	17.	4	26.6	FRMLDUW
HENDERSON CO JR COLLEGE		IV				3				21.1	21.1	22.	2	25.8	FRMW
HILL JUNIOR COLLEGE		IV				4				20.3	20.3	13.	4	23.1	RMLDUW
HOUSTON BAPT UNIVERSITY		IIB	3	2	1	1	27.9	25.2	22.5	20.4	24.3	20.	2	29.1	FRMLDW
HUSTON-TILLOTSON COLLEGE		IIB	4	5	5		24.1	16.9	16.1	----	18.9	18.	3	22.3	FRMLUWT
JARVIS CHRISTIAN COLLEGE		IIB	4	4	3	4	25.7	20.7	19.7	15.1	20.2	29.	1*	26.0	FRMLT
KILGORE COLLEGE		IV				2				24.9	24.9	13.	4	28.2	RMLDUW
LAREDO JUNIOR COLLEGE		IV				3				23.8	23.8	25.	1	29.7	FRMLUW
LAREDO STATE UNIVERSITY	47	IIB	2	1	1*		31.0	29.0	24.6	----	27.3	21.	2	33.0	FRMLDO
LEE COLLEGE		IV				1				27.9	27.9	23.	1	34.4	FRMLDW
LON MORRIS COLLEGE		IV				4				19.7	19.7	19.	3	23.5	FRMLW
MCLENNAN CMTY COLLEGE		IV				5				14.4	14.4	11.	5	15.9	RMLDW
MCMURRY COLLEGE		IIB	4	4	3	3	25.8	20.5	19.8	16.3	21.4	17.	3	25.0	FRMLDUW
NORTH HARRIS CO COLLEGE		IV				2				26.9	26.9	14.	4	30.7	RMLDUW
NORTH TEXAS ST UNIVERSITY	47	I	4	3	2	1	36.8	29.5	25.4	21.7	30.3	20.	3	36.4	FRMLDO
OUR LADY OF LAKE U		IIA	5	5	5	5	25.4	22.4	19.2	13.9	19.8	16.	4	22.9	FRMLDUW
PAN AMERICAN UNIVERSITY	47	IIA	2	2	1	2	34.3	29.5	24.3	20.1	26.3	21.	3	31.9	FRMLDO
PARIS JUNIOR COLLEGE	1	IV				3				21.5	21.5	24.	1	26.6	FRMUW
PAUL QUINN COLLEGE		IIB	5	5	5		18.0	16.0	14.2	----	15.6	13.	5	17.6	FRMUW
RICE UNIVERSITY		I	1	1	1	1*	45.4	33.3	26.0	23.7	38.1	14.	5	44.8	FRMLDUW
SAINT EDWARD'S UNIVERSITY		IIB	3	4	5	4	28.2	21.4	17.4	15.6	20.7	12.	5	23.2	FRMLDUWT
SAINT PHILIP'S COLLEGE		III		1	1	1	----	29.5	25.6	22.7	24.9	21.	3	30.2	FRMLDW
SAM HOUSTON ST UNIVERSITY	47	IIA	2	1	1	2	35.4	30.1	25.4	19.2	29.8	21.	3	35.9	FRMWO
SAN ANTONIO COLLEGE		III	2	1	1	1	31.9	28.9	26.0	22.6	28.3	21.	3	34.3	FRMLDW
SOUTH PLAINS COLLEGE		III	3	2	1	1	29.8	26.0	25.3	21.8	24.4	23.	2	29.9	FRMLDUW
SOUTH TEXAS COLLEGE LAW		IIC	1*	1*			49.2	38.2	----		43.4	17.	3	50.6	FRMLDUW
SOUTHERN METH UNIVERSITY		I	2	2	2		44.7	31.4	25.5		35.1	19.	4	41.8	FRMLDUWTO
STHWST TEX ST UNIVERSITY	47	IIA	2	1	2	3	35.4	30.0	24.1	18.7	27.6	20.	3	33.2	FRMLDUO
SOUTHWESTERN ASSEMB GOD C		IIC			4		----	----	17.2	----	17.7	18.	3	20.8	FRMU
STHWSTN ADVENTIST COLLEGE	PNA	IIB													
SOUTHWESTERN UNIVERSITY		IIB	1	1	1		35.6	27.1	23.4	----	28.5	19.	3	33.9	FRMLUW
STEPHEN F AUSTIN STATE U	47	IIA	3	2	2	2	34.3	28.4	23.6	19.4	27.3	21.	3	33.0	FRMUO
SUL ROSS STATE UNIVERSITY	47	IIA	3	2	4	4	32.8	28.0	21.6	17.7	25.1	23.	2	30.7	FRMLDUW
TARLETON STATE UNIVERSITY	47	IIA	3	3	2	3	32.6	27.3	23.9	18.9	25.4	23.	2	31.2	FRMUW
TARRANT CO JUNIOR COLLEGE		III	2	1	1	1*	30.7	29.1	26.5	23.8	27.6	20.	3	33.1	FRMDUW
TEXAS A&I UNIVERSITY	47	IIA	3	3	3	4	33.0	26.9	22.7	16.8	27.5	23.	2	33.9	FRMDWO
TEXAS A&M U MAIN CAMPUS	47	I	2	1	1	3	42.1	33.2	27.5	19.1	33.1	20.	3	39.8	FRMUWO
TEX A&M U AT GALVESTON	47	IIB		2	2	2	----	25.0	21.9	18.3	23.4	22.	1	28.5	FRMLDUWO
TEXAS CHRISTIAN U		I	3	3	2	1	40.2	30.5	25.0	21.7	30.6	22.	2	37.3	FRMLUWT
TEXAS COLLEGE		IIB													
TEXAS LUTHERAN COLLEGE		IIB	4	3	3		26.3	22.8	20.3	----	22.5	27.	1*	28.6	FRMLDUW
TEXAS SOUTHERN UNIVERSITY		IIA	3	2	3	3	32.8	28.0	22.3	18.3	25.6	17.	4	29.9	FRMLO
TEXAS SOUTHMOST COLLEGE		IV				3				23.8	23.8	23.	1	29.2	FRMLWO
TEX ST TECH INST WACO CAM		III													
TEX ST TECH AMARILLO CAM		III	5	4	4		24.2	22.2	19.6		20.5	24.	2	25.5	FRMLDUW
TX ST TECH-RIO GRANDE CAM		III			2	1		----	23.5	20.7	21.3	20.	3	25.6	FRMU
TEX ST TECH-SWEETWATER		III		4		2	----	21.4		19.8	20.9	25.	2	26.1	FRMLDUW
TEX ST TECH INST WACO		IV				3				22.1	22.1	23.	1	27.2	FRMO
TEXAS TECH UNIVERSITY	47	I	3	3	3	5	39.5	30.2	24.6	16.9	31.1	21.	3	37.5	FRMLDO
TEXAS WESLEYAN COLLEGE		IIB	3	2	2	2	27.0	24.9	21.9	17.6	24.2	10.	5	26.6	FMUW
TEXAS WOMAN'S UNIVERSITY	47	I	4	3	4	2	36.8	30.4	24.1	21.3	27.6	20.	3	33.1	FRMLD
TRINITY UNIVERSITY		IIA	1	1	1	1	40.4	30.7	24.4	21.2	31.9	19.	3	38.0	FRMLDUW
TYLER JUNIOR COLLEGE		IV				2				24.4	24.4	14.	4	27.8	RMLW
UNIVERSITY OF DALLAS	1	IIA	5	3	4		29.7	27.0	21.8	----	24.5	12.	5	27.4	FRMLU
U OF HOUSTON CEN CAMPUS	47	I	2	2	2	2	43.3	30.9	25.7	20.4	33.7	21.	3	40.8	FRMO
U HOUSTON CLEAR LAKE CITY	47	IIA	1	1	1*	1*	37.0	30.6	26.4	25.1	30.2	20.	3	36.3	FRMLDUWO
UNIVERSITY OF SNT THOMAS	LFO	IIA	5	5	5		23.6	21.4	20.3	----	21.4	14.	5	24.4	FRMLDUW
U OF TEXAS AT AUSTIN	47	I	2	2	1	4	44.0	30.6	26.2	18.4	34.3	20.	3	41.1	FRMUWO
U OF TEXAS AT ARLINGTON	47	IIA	1	1	1	2	39.0	30.3	24.5	20.4	29.6	21.	3	35.7	FRMUWO
U OF TEXAS AT DALLAS	47	I	2	2	3		43.3	31.0	24.0		32.4	20.	3	38.7	FRMUWO
U OF TEXAS AT EL PASO	47	IIA	2	1	2	3	35.6	29.6	23.7	18.1	28.5	19.	3	33.8	FRMLDUWO
U OF TEXAS PERMIAN BASIN	47	IIA	3	2	2		32.9	27.9	23.9	----	28.0	19.	3	33.3	FRMUW
U OF TEXAS SAN ANTONIO		IIA													
UNIV OF TEXAS TYLER	47	IIA	3	3	3	2	33.3	27.3	22.6	19.3	26.7	22.	2	32.6	FRMUWO
VERNON REG JUNIOR COLLEGE	1	IV				3				20.7	20.7	14.	4	23.6	RMLDW
WEST TEXAS ST UNIVERSITY	47	IIA	3	3	3	3	33.6	27.8	23.0	18.6	26.0	22.	2	31.6	FRMLDTO
WHARTON CO JR COLLEGE	1	IV				2				24.6	24.6	20.	2	29.4	FRMLDUW
UTAH															
COLLEGE OF EASTERN UTAH		IV				3				21.5	21.5	31.	1*	28.1	FRMLDUWT

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
97.	81.	52.	17.					109	81	52	13	6	8	31	11	31.5	24.9	22.1	18.0	28.1	24.3	20.0	16.6
ALL	ALL	44.						4	3	7	3	1	3	2	2	----	----	----	----	----	----	----	----
			17.				6.9				8				4				----				----
	ALL	57.	8.						1	18	17			5	8		----	----	17.1			----	17.4
80.	33.	15.		-----	-----		-----	4	2	10	2	1	4	3	1	----	----	----	----	----	----	----	----
80.	33.	13.						14	12	11	7	1	3	13	10	----	----	----	19.7	18.1	----	----	19.2	16.3
ALL	ALL	16.		13.0	13.1	12.2	11.5	41	20	17	3	2	2	2	3	----	----	----	----	----	----	----	----	----
97.	89.	23.	11.	.6	.7	.6	.7	406	277	133	15	28	66	94	38	34.0	26.7	22.9	15.0	31.1	25.0	20.8	16.4
96.	86.	22.		.3	.6	1.2	4.2	47	77	42	5	2	15	37	8	----	25.1	20.5	----	----	25.1	19.3	----
98.	91.	68.		1.0	2.4	3.8	1.6	59	68	27	10	6	22	17	14	26.9	24.4	21.3	14.8	25.1	23.6	21.0	15.1
98.	91.	16.		.1	1.5	1.6	-----	56	61	42	3		3	2	1	33.7	----	----	----		----	----	----
97.	85.	1.		6.7	7.6	8.3	7.5	223	136	87	13	12	33	61	12	44.1	31.1	24.8	25.4	38.1	28.6	22.7	19.3
ALL	93.	81.		1.6	.3		1.0	7	25	7	4	4	15	9	6	----	21.7	19.1	----	----	21.0	18.7	----
ALL	72.	45.	12.					69	43	24	9	6	7	14	8	30.0	26.5	23.6	17.5	30.0	24.3	21.7	18.0
ALL	90.	91.	28.	5.4	5.3	6.7	7.9	29	24	19	25	22	5	14	36	29.5	----	25.9	23.0	29.6	----	25.6	23.4
				-----	-----	-----	-----	1	2	3	3	1	1	1		----	----	----	----	----	----	----	
			63.								35				25				23.0				23.1
ALL	81.	36.	2.	3.0	4.0	4.6	5.1	44	41	14	21	6	6	14	23	34.2	30.4	27.4	20.0	32.8	30.8	25.3	19.0
							3.8				113				82				24.8				23.6
92.	82.	25.	10.	6.1	6.9	8.3	12.2	122	110	68	6	9	27	47	4	39.8	30.5	27.0	----	36.1	27.3	24.0	----
							4.8				50				39				21.8				21.1
92.	40.	16.						9	6	11	6	3	4	8	4	----	----	17.7	----	----	----	16.1	----
			61.								36				23				20.7				19.5
							10.0																
			52.				9.0				34				30				30.4				27.0
91.	67.	16.		7.1	8.4	6.9	-----	29	32	13		4	11	12	4	----	28.4	25.2		----	26.1	22.5	----
50.	46.							14	9	5	1	4	4	11	3	----	----	----	----	----	----	----	----
ALL	ALL	87.	16.	2.1	2.7	5.0	7.1	20	57	46	26	11	24	32	37	34.3	29.3	26.3	22.4	35.5	29.1	25.8	23.0
				5.5	7.4	9.3	-----																
95.	77.	40.	24.	3.0	3.3	5.1	4.0	121	54	43	18	16	19	24	15	34.9	28.4	25.1	20.6	33.5	28.2	22.0	20.1
			46.				9.9				120				93				24.5				23.0
											15				13				27.1				27.6
							7.0				28				29				27.0				26.1
67.								6	1	2	5			1	4	21.5	----	----	----			----	----
88.	86.	30.						28	14	12	5	4	7	11	5	----	22.5	19.4	----	----	22.0	19.5	----
			50.				12.7				68				39				19.9				23.1
			54.								24				13				20.3				20.5
21.	7.							20	14	15	13	13	13	13	12	28.9	26.3	23.5	20.3	26.4	24.1	21.4	20.4
70.	11.			2.4	7.0	-----	-----	4	2	4	2	6	7	2	3	----	----	----	----	----	----	----	----
28.				6.4	5.8	6.8	7.1	6	9	8	7	4	3	1	4	----	----	----	----	----	----	----	----
											81				63				25.3				24.4
			56.				4.3				66				46				24.4				22.8
ALL	60.	33.		10.8	4.7	4.0	-----	6	9	6	1		1	3	2	31.0	----	----	----		----	----	----
											96				29				28.4				26.2
			59.				2.2				10				7				19.3				20.2
			37.								173				62				10.9				24.1
96.	47.	20.						21	12	14	5	3	3	6	3	----	----	20.3	----	----	----	18.7	----
			58.								90				81				27.3				26.4
98.	88.	28.	79.	4.4	5.6	5.1	4.8	232	155	133	9	17	27	70	5	36.8	29.7	26.0	----	36.8	28.8	24.2	----
83.	53.	27.		4.8	6.3	7.2	5.6	7	9	10	2	5	6	12	14	----	22.7	20.9	----	----	21.9	17.8	----
98.	95.	88.	47.	3.2	3.0	3.8	4.0	34	65	85	33	8	11	38	25	35.2	29.8	24.5	20.2	35.5	27.6	23.7	19.9
			62.				9.3				43				41				21.6				21.5
								4	5	5	2	2	2	6	1	----	----	----	----	----	----	----	----
98.	69.							184	63	44	13	14	15	20	1	45.8	33.8	26.9	----	----	40.3	31.6	24.0	----
92.	26.						.6	12	15	14	5	1	8	7	3	----	21.3	17.9	----	----	21.4	16.4	----
ALL	4.	83.	26.					1	12	21	57	1	14	20	20	----	28.1	25.7	23.3	----	30.6	25.6	21.1
97.	93.	42.	29.	5.5	5.7	5.8	4.7	111	98	46	3	14	25	16	4	35.4	30.2	25.4	----	35.3	29.9	25.4	----
ALL	99.	44.	10.	5.9	8.0	11.2	19.1	83	78	61	33	35	41	40	17	31.6	29.1	26.1	22.9	32.5	28.7	25.9	22.2
ALL	ALL	69.	10.					12	9	14	34	4	6	15	29	----	28.1	25.7	22.5	----	27.8	24.9	20.9
88.	17.							17	5	2			1	3		49.2	----	----			----	----	
96.	86.	14.		7.5	7.7	7.9		169	116	91		12	24	38		44.9	31.8	26.3		41.5	29.4	23.4	
93.	81.	29.	6.					101	114	106	36	14	29	50	36	35.5	30.4	24.6	19.1	34.9	28.5	23.0	18.3
				-----	-----	-----	-----	1	2	5	3	1		1	2	----	----	----	----	----		----	----
81.	83.	33.		9.7	9.5	13.1	-----	19	12	12	2	2	6	3	3	----	26.7	----	----	----	27.9	----	----
99.	97.	55.	10.	5.0	5.0	5.0	5.0	115	80	80	31	10	21	28	28	34.2	28.5	24.0	19.6	35.3	28.2	22.7	19.2
ALL	71.	26.						19	20	24	9	1	1	11	4	----	----	22.1	----	----	----	20.6	----
87.	96.	46.	9.	6.1	7.2	7.4	6.2	27	20	49	5	3	3	14	17	----	----	24.3	----	----	----	22.6	----
81.	77.	5.						42	100	52	35	16	59	67	37	31.0	29.6	26.7	24.5	29.8	28.3	26.4	23.1
94.	93.	48.	18.	4.4	5.1	6.1	5.1	79	42	28	10	4	13	12	12	----	27.2	23.0	17.2	----	25.9	21.9	16.6
94.	76.	10.		4.6	5.3	6.0	5.4	510	418	370	20	12	26	75	7	42.2	33.3	28.0	19.6	38.3	31.0	25.2	17.7
80.	92.	5.		-----	1.4	4.1	9.7	5	12	20	5				1	----	25.0	21.9	----				----
92.	92.	25.	19.	14.5	17.3	15.7	8.9	74	81	59	5	9	21	54	11	40.6	31.2	25.9	----	37.0	27.8	24.1	----
				-----	7.6	7.6	3.9																
ALL	83.	25.						15	13	18	2	1	5	6	1	----	----	20.5	----	----	----	19.6	----
90.	63.	47.	13.					66	57	69	25	12	31	59	22	33.3	28.7	22.8	18.5	30.0	26.9	21.8	18.1
			48.								88				50				24.1				23.2
							4.8																
								9	13	52		1	2	14		----	----	20.0		----	----	17.9	
									3	21	86			3	22		----	----	21.1			----	18.9
				-----	-----		5.3	5	4		23		2		6	----	----		20.0		----		19.0
											266				32				22.4				19.5
98.	89.	15.						268	240	171	5	13	56	69	8	39.8	30.7	25.2	----	33.8	28.2	23.3	----
89.	39.	36.		6.7	8.2	7.1	-----	21	23	17	2	6	8	8	4	27.0	25.4	22.7	----	27.1	23.7	20.2	----
94.	64.	34.	15.					41	46	31		27	62	96	26	37.4	31.7	23.4		36.0	29.4	24.3	21.3
ALL	94.	15.	40.	7.2	6.8	7.2	3.8	67	61	42	6	7	9	18	4	41.0	30.8	25.2	----	34.3	29.9	22.6	----
											109				106				26.2				22.6
ALL	82.	11.		3.8	4.5	7.2	-----	10	31	37	2	2	3	10		----	----	22.0	----	----	----	20.8	
90.	85.	13.	20.					304	269	188	10	19	39	74	5	43.4	31.6	26.3	----	41.9	25.8	24.3	----
95.	89.	4.						31	56	32	6	6	23	22	8	37.7	31.3	27.6	25.9	33.4	28.8	24.8	24.4
83.	67.	16.		6.6	7.2	6.6	-----	13	15	17		10	12	15	5	23.7	21.6	19.8		23.4	21.3	21.0	----
98.	ALL	4.		4.7	4.7	5.5	4.8	723	386	349	30	56	98	158	14	44.2	31.0	26.7	18.6	41.2	29.4	24.9	18.1
ALL	95.	19.		5.1	5.8	5.3	8.7	147	204	131	4	6	31	44	4	39.3	30.6	24.7	----	32.1	28.5	23.9	----
98.	91.			6.1	6.7	7.4		53	67	41			8	22		43.3	31.0	25.2			30.3	24.2	
99.	90.	42.						109	108	100	10	6	23	57	8	35.7	29.7	24.0	17.3	35.1	29.4	23.1	19.2
81.	77.	7.		4.2	4.8	5.6	-----	15	25	10	2	1	5	4	1	----	----	----	----	----	----	----	----
				3.3	4.4	4.2	-----																
92.	71.	7.		6.8	9.3	7.9	13.4	20	26	12	4	6	5	15	7	34.2	----	23.7	----	30.2	----	21.8	----
											21				33				23.1				19.2
91.	88.	48.	17.					55	44	46	13	1	7	35	23	----	27.7	23.1	18.9	----	28.0	22.9	18.5
											63				43				25.7				23.0
			33.								36				10				22.4				18.0

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATE GORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
U T A H (CONTD)															
DIXIE COLLEGE		IV				3				22.2	22.2	30.	1*	29.0	FRMLDT
SNOW COLLEGE		III	3	3	3	4	28.0	24.9	20.9	16.9	21.8	32.	1*	28.7	FRMLDUW
SOUTHERN UTAH ST COLLEGE		IIB	3	3	3	3	27.7	23.5	19.9	17.0	23.0	30.	1*	30.0	FRMLDW
UNIVERSITY OF UTAH		I	4	5	5	3	38.2	27.6	22.6	19.0	31.5	26.	1	39.9	FRMLDUWT
UTAH STATE UNIVERSITY		I	5	5	5	3	33.4	26.5	22.1	19.2	27.3	27.	1	34.6	FRMLDUW
UTAH TECH COLLEGE PROVO	3	IV				3				21.6	21.6	31.	1*	28.4	FRMLDUW
UTAH TECH COLLEGE SALT LK	3	IV				3				21.4	21.4	31.	1*	28.2	FRMLDUW
WEBER STATE COLLEGE		IIB	2	2	1	2	30.3	24.9	22.2	18.0	25.1	30.	1*	32.5	FRMLDUW
WESTMINSTER COLLEGE	1	IIB	5	5	4		21.3	19.2	18.5	----	19.0	19.	3	22.6	FRMLDUW
V E R M O N T															
BENNINGTON COLLEGE	7	IIB									26.2	17.		30.7	FRMLDT
CASTLETON STATE COLLEGE		IIB	3	2	2	1	27.4	24.3	21.8	20.1	23.9	33.	1*	31.9	FRMLDUW
CHAMPLAIN COLLEGE		III	4	4	4		26.4	21.3	19.7	----	22.0	21.	3	26.6	FRMLUW
C SNT JOSEPH THE PROVIDER		IIC					----	----	----	----	17.0	25.	2	21.3	FMLUW
GODDARD COLLEGE	7	IIA									17.6	12.		19.7	FRMDUW
GREEN MOUNTAIN COLLEGE		III		5	5		----	19.8	16.0	----	18.5	21.	3	22.3	FRMLDUW
JOHNSON STATE COLLEGE		IIB	3	2	2		27.9	25.5	21.9	----	23.9	27.	1*	30.4	FRMLDUW
LYNDON STATE COLLEGE		IIB	5	5	4		22.1	19.7	17.7	----	19.1	30.	1*	24.9	FRMLDWO
MARLBORO COLLEGE		IIB				2				18.4	18.4	21.	2	22.3	FRMLWT
MIDDLEBURY COLLEGE		IIB	1*	1	1	1	40.3	27.9	22.4	20.8	29.9	19.	3	35.5	FRMLDUWT
NORWICH U MAIN CAM		IIB	2	2	2	4	30.2	24.6	21.4	15.9	23.7	17.	3	27.8	FRMLDUWT
SAINT MICHAEL'S COLLEGE	LFO	IIA	5	5	5		29.6	24.0	19.4	----	23.9	22.	2	29.1	FRMLW
SCH FOR INTRNATL TRAINING		IIA								14.5	14.5	22.		17.6	FRMLDUW
SOUTHERN VERMONT COLLEGE		IIB								15.2	15.2	13.		17.2	FMUW
TRINITY COLLEGE		IIB		5	4	3	----	19.4	17.9	16.6	18.2	14.	5	20.7	FRMDUWT
U VT & STATE AGRL COLLEGE		I	4	3	4		38.0	29.3	23.5		29.9	27.	1	37.9	FRMLDUW
VERMONT TECHNICAL COLLEGE		III	4	3	3	2	26.3	24.1	21.3	19.3	22.9	29.	1	29.6	FRMLDW
V I R G I N I A															
AVERETT COLLEGE		IIB	5	5	5		23.2	19.6	17.4		19.3	21.	2	23.4	FRMLDW
BLUE RIDGE CMTY COLLEGE		III													
BRIDGEWATER COLLEGE		IIB	4	4	4		25.9	21.1	18.4	----	22.3	17.	3	26.2	FRMLDUWT
C OF WILLIAM AND MARY		I	5	5	5	5	33.3	27.3	21.8	17.0	28.7	22.	2	35.1	FRML
CHRISTOPHER NEWPORT C		IIB	3	3	2	2	27.4	23.1	21.4	18.7	23.7	25.	1	29.5	FRMLW
RICHARD BLAND C WM & MARY		III		4	4		----	23.0	18.8		22.8	19.	3	27.0	FRML
DABNEY S LANCASTER CC		III		4	4		----	23.0	20.1	----	21.2	24.	2	26.3	FRML
ESTN MENNONITE C AND SEM		IIB	5	5	5	5	20.7	17.7	15.2	14.4	17.1	23.	1	21.1	FRMLDW
ESTN SHORE CMTY COLLEGE		III													
EMORY AND HENRY COLLEGE		IIB	4	4	3		25.0	21.8	19.4	----	21.8	20.	2	26.2	FRMLDUWTO
FERRUM COLLEGE		III	4	4	4	5	26.5	23.2	19.6	15.4	21.3	14.	5	24.2	FRMLDUW
GEORGE MASON UNIVERSITY		IIA	2	3	3	1	36.4	27.0	22.7	21.2	27.2	21.	3	32.8	FRML
GERMANNA CMTY COLLEGE		III													
HOLLINS COLLEGE		IIB	1	1	2		34.9	28.4	21.3	----	28.2	18.	3	33.3	FRLDUWT
JAMES MADISON UNIVERSITY		IIA	4	4	4	4	30.2	25.2	21.8	17.1	24.5	23.	2	30.2	FRMLUW
J SARGEANT REYNOLDS CC		III	4	4	4	4	24.7	22.4	19.8	17.1	21.3	23.	2	26.2	FRML
JOHN TYLER CMTY COLLEGE		III													
LONGWOOD COLLEGE		IIB	2	2	3	2	30.0	25.0	20.1	18.1	23.7	25.	1	29.7	FRMLUW
LYNCHBURG COLLEGE		IIA	5	5	5		29.5	23.3	19.8	----	24.4	18.	4	28.9	FRMLDUWT
MARY BALDWIN COLLEGE		IIB	3	4	3	2	27.9	21.8	19.3	18.8	22.6	14.	5	25.7	FRMLDW
MARY WASHINGTON COLLEGE		IIB	3	2	3	2	29.0	25.4	20.3	18.1	24.5	20.	2	29.5	FRMLUW
NEW RIVER CMTY COLLEGE		III	4	4	4	5	25.8	23.0	19.1	15.5	20.4	22.	2	24.8	FRML
NORFOLK STATE UNIVERSITY		IIA	4	4	4	5	30.8	26.3	21.7	16.3	24.7	23.	2	30.3	FRMLW
NORTHERN VA CMTY COLLEGE		III	3	3	3	3	27.1	24.3	21.0	17.7	22.7	23.	2	27.9	FRML
OLD DOMINION UNIVERSITY		IIA	2	4	3	4	35.7	26.4	22.6	17.6	26.8	23.	2	33.1	FRMLUW
PIEDMONT VA CMTY COLLEGE		III	4	4	4	4	25.7	21.3	19.0	15.9	19.7	24.	2	24.3	FRML
PRESB SCH OF CHRISTIAN ED		IIC					----	----	----	----	20.9	44.	1	30.1	FRMDWTH
PROT EPIS THEOL SEM IN VA		IIC	4				23.0	----	----		21.5	51.	1*	32.5	FRMLT
RADFORD UNIVERSITY		IIA	4	5	4	4	30.4	24.6	20.8	17.9	24.3	24.	2	30.0	FRML
RANDOLPH-MACON COLLEGE		IIB	2	2	3		29.3	24.3	19.8	----	23.6	19.	3	28.1	FRMLDUWT
RANDOLPH-MACON WOMAN'S C		IIB	2	3	3		29.8	23.5	19.8	----	24.5	23.	1	30.2	FRMLDUWT
ROANOKE COLLEGE		IIB	2	2	2		32.0	24.8	20.6	----	25.3	18.	3	29.7	FRMLDUWT
SAINT PAUL'S COLLEGE		IIB	5	5		5	18.4	17.8	----	14.7	16.6	18.	3	19.5	FRMU
SHENANDOAH C-CONSV MUSIC		IIB	5	4	5	5	22.8	20.1	17.5	13.6	18.0	18.	3	21.1	FRMLDUWT
SOUTHERN SEM JR COLLEGE		IV				5				15.7	15.7	15.	4	17.9	FRMLDUW
SOUTHWEST VA CMTY COLLEGE		III	5	4	4	3	24.3	22.8	20.3	17.2	20.7	23.	2	25.5	FRML
SWEET BRIAR COLLEGE		IIB	1	2	3		32.5	25.6	20.0	----	25.8	24.	1	31.9	FRMLDUWTO
TIDEWATER CMTY COLLEGE		III	4	4	4	4	24.8	22.6	19.4	16.8	20.6	23.	2	25.5	FRML
UNION THEOL SEMINARY OF VA		IIC	3				25.5	----	----		24.7	47.	1*	36.4	RMLWH
UNIVERSITY OF RICHMOND		IIA	1	1	2	4	38.4	29.8	23.8	17.8	30.0	21.	3	36.4	FRMLDUW
U OF VIRGINIA MAIN CAMPUS		I	1	2	4	3	45.6	30.9	23.4	19.6	33.7	25.	1	42.1	FRMLDW
U VA CLINCH VLY COLLEGE		IIB	3	4	4		27.1	21.7	18.6	----	21.8	23.	1	26.7	FRMLUW
VIRGINIA C' MONWEALTH U		I													
VA HIGHLANDS CMTY COLLEGE		III		4	4	4	----	22.9	19.8	16.0	20.7	23.	2	25.5	FRML
VA INTERMONT COLLEGE		IV				5				15.5	15.5	22.	2	18.9	FRMLDUWT
VIRGINIA MILITARY INST		IIB	1	2	1	1	32.4	26.7	22.8	19.3	28.0	26.	1	35.2	FRMLW
VA POLY INST AND STATE U		I	3	3	3	3	40.7	29.9	24.7	18.9	30.5	16.	5	35.4	FRML
VIRGINIA STATE UNIV		IIA	5	4	5	4	28.4	24.7	20.7	17.8	22.8	18.	4	26.9	FRLW
VIRGINIA UNION UNIV		IIB	4	5	5	4	23.6	19.3	17.4	15.8	18.5	14.	5	21.2	FRMDUWT
VIRGINIA WESLEYAN COLLEGE		IIB	3	2	3		28.9	24.9	19.9	----	23.5	22.	1	28.6	FRMLUWT
WASHINGTON AND LEE U	48	IIB	1	1	1*		37.1	28.0	25.0	----	32.2	21.	2	38.8	FRMLDUWT
W A S H I N G T O N															
CENTRAL WASH UNIVERSITY		IIA	3	3	3		32.8	27.4	22.9	----	28.7	22.	2	35.0	FRMLDW
CORNISH INSTITUTE		IV				5				12.9	12.9	13.	4	14.7	FMLDUW
EASTERN WASH UNIVERSITY		IIA	4	3	4		31.9	27.7	21.9	----	28.6	23.	2	35.2	FRMLDUW
EVERGREEN STATE COLLEGE		IV				1				29.7	29.7	21.	2	35.9	FRMLDW
FORT STEILACOOM CC		IV				2				26.3	26.3	19.	3	31.4	FRMW
GONZAGA UNIVERSITY		IIA	2	3	4	3	36.0	27.8	21.0	18.3	26.6	21.	3	32.3	FRMLDW
GRAYS HARBOR COLLEGE		IV				2				27.0	27.0	23.	1	33.3	FRMLDW
HIGHLINE CMTY COLLEGE		IV				2				26.1	26.1	23.	1	32.1	FRMLDW
LOWER COLUMBIA COLLEGE		IV				2				24.0	24.0	22.	2	29.3	FRMLDW
LUTH BIBLE INST SEATTLE		IIC													
NORTH SEATTLE CC		IV				2				27.0	27.0	23.	1	33.1	FRMLDW
NTHWST C ASSEMBLIES GOD		IIC			3		----	----	19.7	----	19.4	22.	2	23.7	FRMDWT
OLYMPIC COLLEGE		IV				2				26.2	26.2	23.	1	32.2	FRMLDW
PACIFIC LUTH UNIVERSITY	1	IIA	4	4	4		31.8	25.8	21.4	----	25.5	21.	3	30.9	FRMLDUW
PENINSULA COLLEGE		IV				2				24.7	24.7	24.	1	33.1	FRMLDUW
SEATTLE CC CENTRAL CAMPUS		IV				2				27.2	27.2	23.	1	33.4	FRMLDW
SEATTLE CC SOUTH CAMPUS		IV				2				26.4	26.4	23.	1	32.4	FRMLDW
SEATTLE PACIFIC U		IIB	3	2	2	2	28.9	25.3	21.6	17.6	24.9	21.	2	30.0	FRMLWT
SEATTLE UNIVERSITY	LFO	IIA	4	4	3	1	31.9	26.3	22.4	20.9	26.2	17.	4	30.7	FRMLDUW
SHORELINE CMTY COLLEGE		III	4			1	26.2			21.7	25.8	22.	2	31.5	FRMLDW
SKAGIT VALLEY COLLEGE		IV				2				24.2	24.2	23.	1	29.7	FRMLDW
TACOMA COMMUNITY COLLEGE		IV				1				29.7	29.7	23.	1	36.5	FRMLDUW
UNIVERSITY OF PUGET SOUND	49	IIA	3	3	3	3	34.1	27.4	22.7	18.4	27.9	27.	1	35.4	FRMLDUWT
UNIV OF WASHINGTON		I	3	3	2		40.8	29.3	25.5	----	34.0	19.	4	40.5	FRMLDUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
			47.								52				14				22.6				20.7
ALL	92.	32.						7	12	16	6			6	6	28.0	24.9	21.0	17.7			20.7	16.0
ALL	90.					1.9	2.3	25	36	23	3		4	8	3	27.7	----	20.2	----		----	18.8	----
97.	82.	8.						395	184	87	11	17	72	66	16	38.4	28.3	23.8	20.4	32.0	25.7	20.9	18.1
ALL	79.	21.		.1	.5	.9	.4	194	152	81	11	4	15	43	16	----	26.7	22.9	20.5	----	24.0	20.6	18.4
			68.								120				41				22.0				20.6
			78.								122				47				21.8				20.4
98.	64.	24.	4.		.2	.3	2.4	119	59	69	21	14	18	36	33	30.5	25.2	23.0	19.1	28.8	24.0	20.6	17.4
89.	60.				4.0	1.2	-----	6	7	9		3	3	8	3	----	----	20.0		----	----	16.8	----
			64.								41				17				27.2				23.9
ALL	90.	23.	9.	6.7	7.2	7.9	11.0	21	15	13	7	2	6	9	4	----	24.4	21.6	----	----	24.3	22.0	----
								11	5	7	3	5	2	10	2	----	----	18.8	----	----	----	20.4	----
								1	1	1	1			2	1	----	----	----	----			----	----
											5				6				----				----
ALL	94.	35.						4	4	4	1	1	2	2	1	----	----	----	----	----	----	----	----
ALL	81.	20.						4	16	16	1	3	2	4	2	----	----	----	----	----	----	----	----
			71.					11	15	14	2	1	1	6	3	----	----	17.3	----	----	----	18.6	----
											19				2				----				----
ALL	92.			7.9	9.4	9.7	9.5	49	18	27	6	1	8	18	6	----	28.5	23.3	21.6	----	26.6	21.2	20.1
62.	74.	9.						21	59	44	4		19	14	5	30.2	25.3	19.6	----		22.3	27.0	----
ALL	ALL	23.		7.0	7.5	8.3	-----	28	27	25	2	3	8	10	1	----	24.4	19.4	----	----	22.6	19.4	----
			68.								16				15				15.8				13.0
											7				7				15.6				14.8
								1	3	10	3	3	3	10	3	----	----	17.6	----	----	----	18.2	----
ALL	93.	20.		8.6	9.0	8.8	-----	153	123	76		9	43	45		38.1	30.1	24.2		37.4	27.2	22.4	
ALL	82.	25.						15	10	20	5		1	4	2	26.3	----	----	----		----	----	----
88.	69.	26.		-----	5.2	6.2	-----	6	9	13		2	7	6		----	20.1	17.4		----	19.1	17.3	

ALL	ALL	67.		5.2	5.3	5.4	-----	22	12	9		1	1	6	1	----	----	18.8		----	----	17.9	----
97.	81.	4.		.8	1.2	4.0	1.0	149	109	36	6	13	20	16	9	33.4	27.5	22.2	17.0	31.3	25.8	20.8	16.9
97.	87.	40.		-.6	.3	.6	2.3	25	32	17	7	8	7	8	2	27.6	23.2	21.5	----	26.7	22.3	21.1	----
ALL	94.	50.		-----	2.0	2.8		4	9	4		1	7	4		----	23.7	----		----	22.1	----	
50.	50.	13.						2	9	6	2		3	2	3	----	----	----	----		----	----	----
59.	21.	5.		.5	2.6	.5	3.2	16	17	10	7	1	2	12	4	----	----	15.7	----	----	----	14.8	----
				-----	-----	-----	-----																
ALL	93.	33.		6.5	6.1	6.4	-----	16	12	12	4	2	3	3	1	----	----	----	----	----	----	----	----
93.	65.	24.		6.5	8.1	9.8	8.7	12	14	23	3	2	6	18	4	----	24.1	20.3	----	----	21.1	18.8	----
91.	80.	4.		6.0	3.9	3.7	6.4	76	133	92	8	15	56	77	2	37.0	27.1	23.1	----	33.5	26.8	22.2	----
				-----	2.6	2.5	7.8																
ALL	ALL	5.		5.0	5.2	5.4	-----	16	20	12	2	6	5	8		35.4	----	21.2	----	33.5	----	21.6	
99.	85.	30.	2.	1.0	1.3	1.1	1.6	89	120	93	21	19	32	36	27	30.3	25.6	22.2	18.0	29.5	23.8	20.7	16.4
6.	2.	5.						20	24	36	8	11	26	21	11	25.4	22.7	20.2	17.4	23.4	22.1	19.2	16.8
			.4				6.9																
96.	84.	56.		2.0	2.2	2.1	-----	16	35	28	6	12	16	17	7	29.5	25.0	19.8	19.4	30.5	24.9	20.6	16.9
97.	89.	24.		7.5	7.3	7.5	-----	35	29	14	1	4	18	11	2	----	23.8	21.0	----	----	22.4	18.3	----
ALL	73.	21.		5.7	5.4	3.8	3.4	11	4	9	3	6	7	10	3	28.5	----	19.4	----	26.9	----	19.2	----
ALL	89.	12.		7.2	8.2	7.8	8.0	34	31	26	6	12	14	16	3	29.2	25.4	20.4	----	28.4	25.6	20.1	----
70.	54.	18.						7	7	11	6	3	6	11	6	----	23.4	18.7	15.9	----	22.6	19.5	15.2
92.	81.	55.						63	52	44	19	39	21	55	34	30.9	26.2	23.0	16.7	30.6	26.6	20.7	16.1
15.	26.	11.	2.					59	83	77	39	41	68	74	51	27.3	24.3	21.4	18.1	26.9	24.4	20.6	17.3
96.	93.	13.		1.0	.8	1.0	.3	128	167	96	26	11	33	50	30	35.6	26.7	23.5	19.6	36.6	24.7	20.9	15.9
17.								4	9	13	4	2	6	12	7	----	22.1	18.8	----	----	19.9	19.1	----
ALL				-----	-----	-----	-----	3	2	1		1		2	1	----	----	----		----		----	----
83.	50.							11	2	2		1				----	----	----		----			
96.	81.	35.	5.	1.7	1.7	3.6	4.3	59	63	53	13	15	27	47	9	30.8	24.9	21.3	18.0	28.9	23.8	20.3	17.7
ALL	82.	8.						19	15	17	1		2	9	1	29.3	----	19.5	----		----	20.4	----
ALL	77.	40.		4.8	5.2	4.5	-----	20	10	8	1	8	3	12	3	30.8	----	19.7	----	27.4	----	19.9	----
89.	77.	18.		7.0	7.0	8.7	-----	16	20	11	1	3	11	6	3	----	25.1	21.5	----	----	24.2	19.1	----
ALL	ALL	80.		-----	5.7	-----	5.5	3	8	1	7	3	2	4	4	----	----	----	----	----	----	----	----
71.	54.							5	18	15	7	2	6	15	9	----	20.3	17.9	13.2	----	19.5	17.0	13.9
											9				10				16.1				15.3
33.	40.	5.						3	13	14	10	3	2	6	3	----	----	20.2	----	----	----	20.3	----
96.	94.	4.		7.3	8.9	10.0	-----	18	8	10	1	8	8	16	2	33.0	25.4	20.4	----	31.5	25.8	19.7	----
8.	7.	1.						27	53	53	28	11	31	43	23	24.8	22.8	19.3	16.9	24.7	22.3	19.4	16.6
ALL				8.3	-----	-----		13	1	1		1		1		----	----	----		----		----	
ALL	85.	16.	16.	8.8				66	49	48	7	5	8	16	7	----	30.0	24.3	18.2	----	28.2	22.0	17.3
95.	88.	1.		1.9	1.7	3.3	4.9	332	240	188	4	19	26	72	33	45.8	31.1	23.8	----	42.1	29.6	22.2	----
ALL	92.	43.					-----	11	10	11			3	3	1	27.1	----	----			----	----	----
				1.2	1.6	2.7	1.2																
67.	17.	9.						1	15	11	3	2	3	11	4	----	----	19.9	----	----	----	19.6	----
			34.								26				21				15.8				15.0
94.	57.	24.		3.4	3.5	3.2	-----	48	13	23	6		1	2		32.4	----	----	19.3		----	----	
97.	92.	10.	7.	1.7	1.2	2.9	.9	393	387	334	76	13	37	89	46	40.8	30.1	25.1	19.9	37.1	28.2	23.0	17.3
96.	56.	32.						42	37	55	21	14	8	42	18	28.9	24.3	21.2	18.3	26.8	26.7	20.1	17.2
71.	67.	33.						12	3	11	10	2	6	4	12	----	----	----	17.4	----	----	----	14.5
ALL	71.							10	11	11	2		3	2	3	28.9	----	----	----		----	----	----
96.	92.	35.		6.8	7.1	8.6	-----	79	35	22	2		2	4	1	37.1	----	----	----		----	----	----
98.	86.	16.						118	75	44	4	15	13	17	1	33.1	27.6	23.4	----	30.4	26.5	21.6	----
											9				2				----				----
98.	76.	24.						154	73	40	2	15	18	14	3	32.1	27.9	22.5	----	30.3	26.8	20.3	----
			86.								80				31				30.4				27.9
											62				24				26.7				25.4
90.	58.	10.		5.9	9.6	6.3	-----	29	46	30	3		7	20	3	36.0	27.8	21.3	----		28.3	20.4	----
			90.				1.3				32				9				27.6				24.9
			87.								74				41				26.5				25.3
			76.				7.5				48				20				24.7				22.4
				8.4																			
			92.				8.9				66				37				27.5				26.1
ALL	ALL	ALL						2	5	5	1			2	2	----	----	----	----			----	----
			91.								71				29				27.0				24.3
96.	81.	23.	20.	4.0	4.3	4.9	6.1	48	62	41		6	12	38	5	31.7	26.0	22.2		32.4	24.7	20.5	----
			77.				6.8				31				8				27.0				25.9
			87.				9.6				92				59				28.1				25.8
			93.				7.5				53				17				27.4				23.5
83.	57.	27.						38	28	16	3	3	18	14	5	----	25.9	22.0	----	----	24.3	21.2	----
91.	74.	15.		4.4	6.8	3.0	10.6	33	52	27	7	13	20	20	9	32.3	26.6	22.6	23.3	30.7	25.7	22.2	19.0
ALL								72			3	54			9	27.3			----	24.7			----
			76.				6.6				52				20				25.2				21.7
			93.				7.6				43				17				29.8				29.5
98.	80.	2.						54	40	27	5	7	15	15	9	34.3	27.7	22.9	----	32.4	26.7	22.2	----
98.	93.	7.		10.1	11.1	13.6	-----	712	346	166	2	66	86	83	1	41.1	29.6	26.2	----	37.4	28.1	24.1	----

APPENDIX I

NAME OF INSTITUTION	NOTES	(1) INST CATEGORY	(2) RATING OF AVG. SALARY PR	AO	AI	IN	(3) AVERAGE SALARY BY RANK (IN THOUSANDS) PR	AO	AI	IN	AR	(4) BEN.AS % OF SALARY	(5) RATING OF BEN. AS % OF SAL	(6) AVG.COMP ALL RANKS COMBINED	(7) BENEFITS INCLUDED IN COMPENSATION RANKS COMBINED
WASHINGTON (CONTD)															
WALLA WALLA COLLEGE		IIB	5	4	2	2	22.7	21.5	20.6	18.8	21.3	9.	5	23.1	FRW
WASHINGTON ST UNIVERSITY		I	4	4	3	3	37.2	28.6	24.9	18.8	30.7	21.	3	37.0	FRMUW
WENATCHEE VALLEY COLLEGE		IV				3				23.4	23.4	25.	1	29.4	FRMLDW
WHATCOM CMTY COLLEGE		IV				2				24.3	24.3	22.	2	29.6	FRMLDW
WHITMAN COLLEGE		IIB	1	1	1*	1	36.1	29.3	24.6	21.2	29.4	15.	4	33.7	FRMLDW
WHITWORTH COLLEGE		IIA	4	4	4		30.6	25.0	20.9	----	25.6	18.	4	30.1	FRMLDUW
YAKIMA VALLEY COMM COLL		IV				1				28.2	28.2	23.	1	34.7	FRMLW
WEST VIRGINIA															
ALDERSON BROADDUS COLLEGE		IIB		4	5	4	----	20.8	17.4	14.8	18.5	20.	2	22.2	FRMLDUW
APPALACHIAN BIBLE COLLEGE		IIC					----	----	----	----	12.1	26.	1	15.3	FRMLWH
BETHANY COLLEGE		IIB	4	4	4		26.2	22.0	18.5	----	21.7	21.	2	26.3	FRMLDUW
BLUEFIELD STATE COLLEGE		IIB	4	4	4	5	24.0	21.4	18.0	14.6	18.5	14.	5	21.0	FRMW
DAVIS AND ELKINS COLLEGE		IIB	5	4	4	4	23.3	19.9	17.8	16.0	19.8	22.	1	24.2	FRMLDW
FAIRMONT STATE COLLEGE		IIB	4	4	4	3	26.0	20.9	18.5	16.6	21.8	18.	3	25.7	FRMW
GLENVILLE STATE COLLEGE		IIB	4	4	4	3	23.6	21.3	18.5	16.6	19.6	20.	2	23.5	FRMLUW
MARSHALL UNIVERSITY		IIA	5	5	5	5	27.4	22.7	19.8	15.6	22.2	20.	3	26.6	FRMW
OHIO VALLEY COLLEGE		III			5			----	15.5	----	15.3	15.	4	17.6	FRMLDUW
PARKERSBURG CMTY COLLEGE		III	5	5	5	4	23.2	20.2	17.0	15.7	19.3	23.	2	23.6	FRMW
POTOMAC STATE COLLEGE		III	4	4	4	5	26.7	21.6	19.0	14.7	21.5	21.	3	26.1	FRMLUW
SALEM COLLEGE MAIN CAMPUS		IIB		5	5	5	----	18.0	15.9	14.4	16.5	12.	5	18.5	FRMLDW
SHEPHERD COLLEGE		IIB	3	3	3	3	27.1	22.8	20.3	17.4	22.2	21.	2	26.9	FRMLW
STHN W VA CC		III		4	5	5	----	21.7	17.8	14.3	17.1	22.	2	20.9	FRMW
U OF CHARLESTON		IIB	5	5	4		21.4	17.7	17.7	----	18.7	15.	4	21.5	FRMLDWT
WEST LIBERTY ST COLLEGE		IIB	4	4	4	3	25.6	21.3	19.0	16.7	21.9	21.	2	26.4	FRMLW
W VA COLLEGE GRAD STUDIES		IIC	2	2			30.7	26.7	----		27.8	18.	3	32.7	FRMLUW
WEST VA INST TECHNOLOGY	1	IIB	3	4	3	3	26.6	22.1	19.5	16.8	21.8	21.	2	26.4	FRMLW
WEST VIRGINIA NORTHERN CC !	1	III	5	5	5	5	21.9	18.8	16.7	14.2	17.7	21.	3	21.4	FRMUW
W VA SCH OSTEOPATHIC MED		IIC													
W VA STATE COLLEGE		IIB	4	4	4	4	25.7	21.8	18.8	16.2	21.2	21.	2	25.6	FRMLUW
WEST VIRGINIA UNIVERSITY		I	5	5	5	5	32.1	25.9	20.5	15.7	25.5	19.	4	30.3	FRMLW
WEST VA WESLEYAN COLLEGE		IIB	4	4	3	3	25.7	22.0	19.2	16.7	22.1	23.	1	27.2	FRMLDW
WHEELING COLLEGE		IIB	4	4	4		25.2	20.9	17.8	----	20.0	18.	3	23.6	FRMLDUWT
WISCONSIN															
ALVERNO COLLEGE	1	IIB	4	4	4	3	25.2	21.6	17.7	16.3	19.5	11.	5	21.7	FRMLDW
BELOIT COLLEGE		IIB	3	2	2		29.1	24.3	20.5	----	26.0	21.	2	31.6	FRMLDUW
BLACKHAWK TECHNICAL INST		IV				3				23.5	23.5	23.	1	28.9	FRMLDUW
CARROLL COLLEGE		IIB	2	2	2		29.8	25.5	21.9		25.4	18.	3	29.9	FRMLD
CARTHAGE COLLEGE		IIB	3	3	4	3	27.4	22.5	17.9	16.3	23.2	17.	3	27.1	FRMLDW
CONCORDIA COLL WISCONSIN		IIB		5	5		----	17.8	15.7	----	16.5	18.	3	19.4	FRMDW
DIST ONE TECH INSTITUTE		IV				2				26.8	26.8	27.	1	34.1	FRMLDW
EDGEWOOD COLLEGE		IIB	5	5	5		23.1	18.5	16.3		18.6	17.	3	21.8	FRMUWT
GATEWAY TECH INST		IV				3				22.7	22.7	26.	1	28.6	FRMLDUW
HOLY REDEEMER COLLEGE		IIC					----	----	----		----	---	5	----	FRM
INSTITUTE PAPER CHEMISTRY		IIC	1	1*	1*		40.6	36.6	30.3	----	35.1	19.	3	41.8	FRMLDUW
LAKELAND COLLEGE		IIB			5		----	----	16.4	----	17.8	18.	3	21.1	FRMLDUW
LAWRENCE UNIVERSITY		IIB	1	1	1		35.5	29.5	22.0		29.5	25.	1	36.8	FRMLDUWT
MARIAN C OF FOND DU LAC		IIB			4	4	----	----	17.7	15.3	18.1	15.	4	20.8	FRMLDWT
MARQUETTE UNIVERSITY		I	3	2	2	2	40.3	31.1	25.1	20.0	30.1	22.	2	36.7	FRMLDUW
MID-STATE TECH INST		IV				5				11.6	11.6	30.	1*	15.1	FRMLDW
MILWAUKEE AREA TECH C		IV				1				31.5	31.5	25.	1	39.3	FRMLDUW
MILWAUKEE SCH ENGINEERING		IIB	2	2	2	1	30.3	26.3	21.7	19.6	26.4	16.	4	30.6	FRMLDUW
MORAINE PARK TECH INST		IV				2				24.1	24.1	29.	1	30.9	FRMLDW
MOUNT MARY COLLEGE		IIB		4	4		----	22.0	18.0	----	20.4	19.	3	24.3	FRMUW
MOUNT SENARIO COLLEGE		IIB		5	5		----	17.2	15.2	----	16.6	11.	5	18.5	FRMU
NICOLET COLLEGE-TECH INST		IV				2				24.2	24.2	27.	1	30.8	FRMLD
NORTH CENTRAL TECH INST		IV				2				24.3	24.3	27.	1	30.7	FRMLDW
NORTHEAST WIS TECH INST		IV				2				24.9	24.9	21.	2	30.1	FRMLDW
NORTHLAND COLLEGE		IIB	5	5	5		20.8	18.1	16.2	----	18.5	16.	4	21.4	FRMLDUWT
RIPON COLLEGE		IIB	1	2	3		32.8	25.2	19.9	----	25.0	18.	3	29.4	R
SAINT NORBERT COLLEGE	LFO	IIB	2	1	2		32.2	27.2	21.1	----	26.1	24.	1	32.4	FRMLDUW
SILVER LAKE COLLEGE	LFO	IIB						----	----	----	15.7	18.	3	18.5	FRMDUW
U OF WISCONSIN MADISON		I	4	5	4		38.0	27.2	24.1		33.1	24.	1	41.1	FRMLDUW
U OF WISCONSIN MILWAUKEE		I	4	5	4	2	37.8	27.5	21.3	20.8	29.2	25.	1	36.6	FRMLDUW
U OF WISCONSIN EAU CLAIRE		IIA	3	4	3	2	32.9	26.1	22.7	19.8	27.1	26.	1	34.1	FRMLDUW
U OF WISCONSIN GREEN BAY		IIA	3	4	5		33.5	26.1	19.9	----	25.8	26.	1	32.5	FRMLDUW
U OF WISCONSIN LA CROSSE		IIA	3	3	1	1	32.7	27.5	25.4	22.4	26.6	26.	1	33.5	FRMLDUW
U OF WISCONSIN OSHKOSH		IIA	3	3	2	1	32.5	27.7	23.9	20.6	27.7	26.	1	34.8	FRMLDUW
U OF WISCONSIN PARKSIDE		IIA	2	3	4		35.4	26.9	21.9		26.6	26.	1	33.4	FRMLDUW
U OF WISCONSIN PLATTEVL		IIA	4	3	2		31.2	26.9	24.0	----	26.7	26.	1	33.6	FRMLDUW
U OF WISCONSIN RIVER FLS		IIA	4	5	4	3	30.9	24.6	21.1	18.7	25.5	26.	1	32.2	FRMLDUW
U OF WISCONSIN STEVNS PNT		IIA	4	4	3	3	30.9	25.3	22.8	19.1	26.2	26.	1	33.0	FRMLDUW
U OF WISCONSIN STOUT		IIA	4	4	4	2	31.2	25.8	22.1	19.9	24.8	26.	1	31.4	FRMLDUW
U OF WISCONSIN SUPERIOR		IIA	3	4	4		33.7	25.6	21.0	----	27.6	26.	1	34.7	FRMLDUW
U OF WISCONSIN WHITEWATER		IIA	4	3	2	2	32.1	27.0	23.5	19.8	27.5	26.	1	34.6	FRMLDUW
U OF WISCONSIN CENTER		III	3	3	3	3	28.7	24.1	20.5	17.2	23.0	27.	1	29.1	FRMLDUW
VITERBO COLLEGE		IIB		3	4	3	----	22.6	18.8	17.5	19.7	15.	4	22.5	FRMLDUW
WESTERN WIS TECH INST		IV				2				25.1	25.1	20.	2	30.1	FRMLDUW
WISCONSIN CONSV OF MUSIC		IV				5				17.2	17.2	10.	5	18.9	FMLUW
WYOMING															
CASPER COLLEGE		IV				1				27.9	27.9	25.	1	34.8	FRMLDW
CENTRAL WYOMING COLLEGE		IV				2				24.1	24.1	16.	4	27.8	FRMLW
EASTERN WYOMING COLLEGE	1	IV				2				23.8	23.8	27.	1	30.2	FRMLDW
LARAMIE CO CMTY COLLEGE		IV				2				27.2	27.2	24.	1	33.7	FRML
NORTHWEST CMTY COLLEGE		III		1	1*	1	----	30.7	28.5	20.9	27.2	26.	1	34.2	R
SHERIDAN COLLEGE		IV				2				25.7	25.7	23.	1	31.5	FRMLDT
UNIVERSITY OF WYOMING		I	3	2	2	1*	40.5	32.4	25.2	24.7	32.1	17.	4	37.4	FRML
WESTERN WYO CMTY COLLEGE		III	1*	1*	1*	1	37.6	34.5	30.9	23.4	30.4	27.	1	38.6	FRMLUW
PUERTO RICO															
AMERICAN C PUERTO RICO		III			5	5	----	----	12.0	9.5	9.8	11.	5	10.9	FMUTO
ANTILLIAN COLLEGE		IIB	5	5	5	5	11.5	11.1	9.9	5.3	7.5	18.	3	8.8	FMUW
BAYAMON CEN UNIVERSITY		IIB	5		5	5	18.5	----	14.0	11.0	12.4	15.	4	14.2	FRMLDUWT
CATHOLIC U PUERTO RICO		IIB	5	5	5	5	22.3	17.3	15.2	12.9	14.6	26.	1	18.4	FRMLDUWO
CONSERVATORY OF MUSIC PR		IIC		5	5			10.4	10.3	----	10.3	22.	2	12.5	FRMDWO
ARECIBO TECH UNIV COLL		III	5	5	5	5	24.1	20.0	16.6	13.0	16.6	13.	5	18.8	FRMWO
INTER AMER U METRO CAM		IIA	5	5	5	5	15.6	16.7	14.3	11.9	14.3	11.	5	15.9	FRMLD
PONCE TECH UNIV COLL		III		5	5	5	----	20.5	16.6	12.6	16.9	18.	4	20.0	FRMDO
PUERTO RICO JR COLLEGE		III		5	5	5		14.9	12.8	10.8	11.5	17.	4	13.4	FRMLWO
TECHN C MUNICPY SAN JUAN		III				5		----		10.3	10.5	13.	5	11.9	FRMDO
U PR CAYEY UNIVERSITY C		IIB	3	4	5	5	28.0	19.9	16.6	14.1	16.9	22.	1	20.7	FRMDO
U PR HUMACAO U COLLEGE		IIB		4	5	5	----	20.4	17.3	13.1	16.5	20.	2	19.7	FRMDO
UNIV OF THE SACRED HEART		IIB	5	5	5	5	20.2	16.4	14.3	12.4	14.4	14.	5	16.4	FRMLWTO
GUAM															
UNIVERSITY OF GUAM		IIA	3	3	3	2	32.9	27.4	23.0	19.5	25.3	13.	5	28.6	FRML
MICRONESIA															
CMTY COLLEGE MICRONESIA		IV													
VIRGIN ISLANDS															
COLLEGE OF VIRGIN ISLANDS	50	IIB	2	2	2	2	31.2	26.6	21.8	18.7	24.1	25.	1	30.2	FRMDUW

(8) PERCENTAGE OF TENURED FACULTY				(9) PERCENTAGE INCREASE IN SALARY(CONTINUING FAC.)				(10) NUMBER OF FULL-TIME FACULTY								(11) AVERAGE SALARY BY RANK AND BY SEX							
								MEN				WOMEN				MEN				WOMEN			
PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN	PR	AO	AI	IN
88.	50.	30.	7.					39	21	16	7	4	7	17	7	----	21.5	20.6	18.5	----	21.5	20.6	19.1
ALL	92.	13.		10.7	11.1	11.3	12.3	258	213	126		13	38	70	6	37.3	28.7	25.9		34.9	28.1	23.2	18.8
			70.								35				19				24.4				21.6
			86.				9.6				10				11				24.2				24.4
ALL	97.	12.		6.9	7.4	9.3	-----	25	27	19	4	1	4	6	3	----	----	24.5	----	----	----	24.9	----
96.	67.	13.		9.2	9.3	11.0	-----	22	18	11	1	3	6	5	3	----	24.9	----	----	----	25.5	----	----
			88.								59				33				28.8				27.2
ALL	76.	38.						4	13	11	5	1	4	10	7	----	----	17.2	----	----	----	17.5	----
								1	3	1	1		1	1		----	----	----	----		----	----	
88.	76.	6.						16	15	13	3	1	2	4	2	----	----	----	----	----	----	----	----
ALL	85.	21.						12	8	17	12	3	5	7	16	----	----	18.6	16.4	----	----	16.7	13.2
96.	54.	7.		8.0	9.2	8.0	7.7	11	12	8	5	5	1	6	3	----	----	17.9	----	----	----	17.6	----
96.	14.	76.						45	38	13	7	8	13	21	5	26.0	20.9	19.1	----	26.3	20.8	18.2	----
97.	83.	46.	3.					5	18	16	5	2	6	9	6	----	21.2	18.9	----	----	21.6	17.9	----
	33.	55.						82	83	72	12	15	20	53	25	27.2	22.9	20.2	16.2	28.4	21.9	19.3	15.3
ALL	95.	38.			.1	.8	2.5	8	24	8	3		1	3	2		----	----	----		----	----	----
ALL	89.	64.		15.9	12.2	10.7	-----	11	8	8	3	2	1	3	3	----	----	----	----	----	----	----	----
ALL	62.	18.		-----	4.7	5.1	5.0	4	12	4	6	1	1	7	11	----	----	----	14.5	----	----	14.3	
96.	93.	56.			.2	.3	1.1	23	25	26	1	3	4	13	9	----	----	20.5	----	----	----	20.0	----
ALL	83.	70.						2	3	12	10	1	3	11	9	----	----	18.4	14.8	----	----	17.1	13.7
98.	91.	58.		.2	.3	.5	.7	8	2	6	1	2	4	7	2	----	----	18.0	----	----	----	17.4	----
88.	47.			1.0	2.8	-----		41	38	6	11	6	18	6	8	26.0	21.7	18.9	17.1	23.3	20.2	19.1	16.1
3.	76.	24.						15	25	2		2	7	2		----	27.8	----		----	22.7	----	
88.	65.	50.						37	36	22	12	3	10	15	12	----	22.7	20.0	17.4	----	19.9	18.8	16.1
				-----		-----		7	10	10	3	1	10	8	6	----	19.4	17.2	----	----	18.2	16.1	----
97.	93.	50.	19.		.2	.9	1.3	19	27	15	7	13	14	17	9	25.9	21.7	19.0	16.7	25.4	22.0	18.6	15.8
95.	81.	23.		.6	2.3	1.0	4.8	306	224	162	22	23	59	99	17	32.4	26.5	21.6	16.3	27.9	23.5	18.8	15.0
ALL	90.	24.		6.5	7.1	7.2	-----	24	23	9	4	4	17	12	2	----	22.4	20.3	----	----	21.5	18.4	----
82.	95.	11.						9	18	14	4	2	2	13	1	----	----	18.6	----	----	----	17.0	----
				2.6	3.0	3.2	3.2	2	3	8	1	6	15	18	10	----	----	18.8	----	----	----	17.3	----
ALL	76.			6.3	7.5	8.9		36	15	7		2	2	7	1	----	----	20.9		----	----	20.1	----
											47				33				23.8				23.0
ALL	96.	39.		7.7	7.7	8.9		20	22	20		2	6	8		----	26.0	22.3		----	23.8	21.0	
ALL	88.	67.		4.2	2.9	6.4	-----	26	21	10	4	5	4	2	3	----	----	----	----	----	----	----	----
ALL	56.							3	7	9	2		2	10		----	----	16.0	----		----	15.3	
	83.	53.						3	4	3	104	3	11	6	51				26.8				26.7
											110				74				23.6				21.3
				7.3	8.5	4.6	-----	1	1	1				1		----	----	----				----	
ALL	ALL	17.		-----	-----	5.6	-----	8	18	9	1				1	40.6	36.6	30.3	----				----
97.	ALL	23.		5.7	5.9	6.5		5	4	13	3			5		----	----	----	----			----	
ALL	ALL	24.						33	28	25	4	4	4	5	3	----	----	----		----	----	----	
98.	99.	7.	5.	6.8	7.2	7.7	9.5	2	3	8			1	9	11	----	----	17.8				----	17.6
								112	129	165	6	3	33	60	14	----	31.8	25.8	20.5	----	28.1	23.3	19.8
											44				36				2.5				23.3
								32	19	14	381	3	2	5	260				32.1				30.6
											88				47				25.0				22.4
ALL	82.	8.		-----	6.1	7.7	-----	1	4	4		1	13	9	2	----	----	----		----	----	----	----
ALL	75.	36.		-----	4.2	4.4	-----	4	6	7	3	1	2	4	2	----	----	----		----	----	----	----
							2.0				34				8				24.5				23.1
											87				47				25.2				22.6
											122				58				25.4				23.7
ALL	ALL	64.		11.5	7.9	3.8	-----	15	6	7	1	2	3	4	1	----	----	----	----	----	----	----	----
ALL	ALL	8.		4.2	4.4	6.2	-----	19	15	19	2		3	6	1	32.8	----	20.1	----		----	19.2	----
ALL	ALL	41.		6.6	5.5	7.6		18	30	21	1		4	6		32.2	----	21.0	----		----	21.3	
									1	3	1			1	1		----	----	----			----	----
ALL	ALL	3.		1.1	1.9	1.9	2.1	822	154	169		72	55	83		38.4	27.5	24.9		34.0	26.4	22.3	
ALL	ALL	6.	6.			.1	.4	222	216	118	5	20	54	93	13	37.8	27.7	24.5	----	37.2	26.7	21.9	----
ALL	93.	81.	19.		.2	.7	.7	118	97	54	15	6	16	39	11	33.0	26.0	22.9	20.9	30.7	26.5	22.5	18.2
ALL	ALL	13.				3.0	-----	26	71	14	2	3	10	10	1	----	26.2	19.9	----	----	25.4	20.0	----
ALL	88.	61.	78.	.1	.3	.3		94	76	56	10	14	13	6	13	33.0	27.5	25.4	21.3	31.0	27.0	25.7	23.3
98.	92.	67.	30.		.3	.1	.3	129	84	67	15	22	24	32	15	32.6	27.9	24.3	22.2	32.3	26.9	23.1	19.1
ALL	94.			.3	.1	.3		29	70	27		2	12	12		----	27.0	21.9		----	25.7	22.0	
89.	72.	57.		.2	.6	.2	-----	77	57	54	1	5	1	11	1	----	----	24.1	----	----	----	23.1	----
ALL	74.	30.	14.		.3	.3		78	46	60	8	9	8	13	6	31.3	24.6	21.3	18.9	27.9	24.1	19.8	18.4
ALL	90.	45.	30.				.5	117	121	50	16	18	13	14	14	30.9	25.4	22.6	19.7	30.8	24.4	23.6	18.4
97.	91.	73.	52.	.1	.6	.8	.8	83	58	43	25	12	17	21	8	31.1	26.2	22.1	20.0	32.0	24.3	22.3	19.7
ALL	81.	30.			.4	1.0	-----	38	20	16	4	4	7	4	1	----	25.6	----	----	----	25.6	----	----
99.	89.	49.	42.		.4	.2	.9	135	55	63	9	25	15	28	3	32.3	27.0	23.8	----	31.3	27.1	22.9	----
ALL	ALL	68.	13.	.2	.1	.4		33	124	97	9	8	15	24	6	29.0	24.1	20.7	17.4	27.3	23.6	19.7	16.9
ALL	68.	37.	6.	-----	3.5	3.6	6.5	2	14	9		1	5	18	17	----	----	18.7		----	----	18.8	17.5
											108				68				25.2				24.9
											6				5				----				----
			68.				8.5				88				45				28.5				26.5
											28				13				24.9				22.4
			62.								29				8				24.2				22.4
			81.								48				33				27.8				26.4
ALL	91.	38.		-----	10.0	12.0	13.2	4	8	35	12		3	5	7	----	----	----	21.0		----	----	20.7
			66.								30				23				28.2				22.5
95.	80.	15.	17.	.2	1.6	3.8	-----	233	150	130	9	10	21	65	9	40.6	32.4	26.4	28.7	39.1	32.2	22.7	20.7
				6.1	6.5	7.3	6.4	5	7	7	7	2	3	4	6	----	----	----	23.3	----	----	----	23.6
								1	1	8	20			1	31	----	----	----	9.5			----	9.5
								5	4	10	23	1	2	9	20	----	----	9.9	4.9	----	----	9.9	5.8
33.	80.			-----	-----	-----	5.4	6	3	4	15		2	3	24	18.5	----	----	11.1		----	----	10.9
86.	ALL	55.	7.	13.2	8.1	7.8	9.0	15	19	22	12	6	19	43	29	22.4	17.5	15.3	13.0	22.0	17.2	15.2	12.8
	ALL	ALL	80.						4	4	4		3	3	1		----	----	----		----	----	----
ALL	ALL	90.	2.	-----	4.7	5.3	5.4	5	24	17	26	3	18	24	25	----	20.6	17.3	12.9	----	19.2	16.0	13.0
94.	79.	13.		3.7	6.4	5.6	6.4	11	25	40	19	7	28	64	57	14.3	17.1	15.1	11.9	17.6	16.4	13.8	11.9
ALL	93.	80.	11.					1	11	15	14	3	16	29	13	----	20.4	16.9	13.1	----	20.5	16.4	12.1
	ALL	91.	24.						1	6	14		6	5	41		----	----	10.8		----	----	10.8
		ALL	7.						2		18				23				10.3				10.3
ALL	90.	96.	41.	5.7	8.2	2.0	2.9	5	15	29	20	3	5	19	26	----	----	17.0	13.8	----	----	16.1	14.3
ALL	97.	83.	39.	-----	6.5	4.7	.9	4	19	46	29	1	17	43	51	----	20.6	17.8	13.1	----	20.2	16.8	13.1
								5	4	11	8	3	16	24	28	----	----	14.9	12.5	----	----	14.0	12.4
52.	30.	11.						20	30	37	10	5	7	34	8	----	27.3	23.4	19.5	----	27.8	22.6	19.5
							15.8																
90.	58.	18.						7	19	15	6	3	5	18	3	----	----	21.5	----	----	----	22.1	----

APPENDIX II — MEDICAL SCHOOL PRECLINICAL DEPARTMENTS (12-MONTH BASIS)

NAME OF INSTITUTION	NUMBER OF FULL-TIME FACULTY				AVERAGE SALARY BY RANK				BEN. AS % OF AVG. SALARY
	PR	AO	AI	IN	PR	AO	AI	IN	
ALBANY MEDICAL COLLEGE	14	15	14	3	45,0	37,9	27,2	---	20.
CASE WESTERN RES.U.SCH. MED.	PUBLICATION NOT AUTHORIZED								
CREIGHTON UNIV. SCH. MED.	10	6	15		45,3	36,1	35,8		21.
DARTMOUTH MED. COLLEGE	19	15	9	1	50,2	39,5	31,3	---	23.
DUKE UNIV. SCH. MED.	38	25	43	8	58,1	42,8	32,4	25,8	22.
EAST CAROLINA U. SCH. MED.	8	16	15	1	53,2	40,8	30,8	---	18.
EMORY UNIV. MED. SCH.	18	21	29		49,5	38,9	32,2		18.
EAST VIRGINIA MED. COLL.	6	12	5	1	46,6	32,8	---	---	20.
GEORGE WASHINGTON U.MED. CTR.	24	21	17		56,1	45,9	34,4		22.
JOHNS HOPKINS U. SCH. MED.	21	15	27	4	59,2	42,6	32,3	---	21.
LOMA LINDA UNIV. SCH. MED.	18	16	5		43,5	33,0	---	---	15.
LA. ST. U.-NEW ORLEANS	20	37	38	6	46,7	37,4	30,0	24,8	4.
LA. ST. U.-SHREVEPORT	11	16	13		49,8	39,9	31,6		4.
LA. ST. U.-MED. CTR.	50	50	83	46	52,7	41,2	28,9	22,5	4.
LOYOLA UNIV/STRITCH	11	16	10		48,0	40,0	31,6		15.
MEDICAL COLL. OF GEORGIA	24	37	21	6	48,9	38,6	28,2	21,1	16.
MEDICAL COLL. OF PENNSYLVANIA	11	11	14	4	53,2	37,1	30,8	---	23.
MICHIGAN ST. UNIV. COLL.HUM.MED.	33	15	10		50,0	37,3	31,9		22.
NEW YORK UNIV. SCH. MED.	30	39	29	11	60,0	42,1	28,8	16,7	16.
OHIO ST. UNIV. COLL. MED.	30	25	16		50,0	38,8	29,6		22.
PENN. ST. UNIV.HERSHEY MED. CTR.	19	17	17	2	50,3	38,0	26,1	---	18.
RUTGERS ST. UNIV. MED.CTR.	18	17	10	5	59,3	47,3	35,1	---	19.
ST. LOUIS UNIV. SCH. MED.	20	21	18	14	44,1	36,4	29,1	18,5	17.
SOUTHERN ILL. UNIV. SCH. MED.	19	30	16	12	47,0	37,9	29,6	24,1	17.
STANFORD UNIV. SCH. MED.	15	6	14		72,0	47,5	36,0		23.
SUNY BUFFALO HLTH.SCI. CTR.	42	76	93	11	64,2	45,4	31,9	25,2	24.
SUNY DOWNSTATE MED. CTR.		20	55	142		45,6	39,5	32,5	27.
SUNY STONY BROOK HLTG. SCI. CTR.	15	16	19		64,3	48,8	36,0		24.
SUNY UPSTATE MED. CTR.	8	19	26	266	60,5	42,6	30,1	21,9	29.
TEMPLE UNIV. SCH. MED.	24	22	23	3	60,2	42,3	34,1	---	22.
TUFTS UNIV. SCH. MED.	23	8	21		54,5	46,3	32,3		17.
TULANE UNIV. SCH. MED.	17	14	11	3	52,3	38,1	30,5	---	20.
UNIFORMED SVCES.U. HLTH. SCI.	10	19	36	5	62,8	40,6	32,2	---	27.
UNIV. ALABAMA-BIRMINGHAM SCH. MED.	32	33	52		52,7	37,1	30,8		22.
UNIV. ARIZONA COLL. MED.	17	13	13	1	48,0	39,2	30,1	---	18.
UNIV. CALIF.-DAVIS SCH. MED.	19	14	1		43,2	30,5	---		30.
UNIV. CALIF.-SAN DIEGO SCH.MED.	9	7	8		52,0	39,8	33,8		30.
UNIV. CALIF.-IRVING SCH. MED.	10	11	17		45,8	32,0	25,8		30.
UNIV. CHICAGO-PRITZKER MED.	45	28	18	1	53,2	39,4	33,2	---	23.
UNIV. CONNECTICUT SCH. MED.	17	5	19	5	56,0	---	33,8	---	20.
UNIV. HAWAII SCH. MED.	28	17	12	1	44,5	32,8	24,9	---	28.
UNIV. ILLINOIS COLL. MED.	49	40	35	6	53,8	38,3	30,8	23,9	14.
UNIV. IOWA SCH. MED.	44	22	25		53,5	41,4	32,7		21.
UNIV. KANSAS SCH. MED.	31	17	11		44,1	32,4	27,6		17.
UNIV. LOUISVILLE SCH. MED.	21	28	17	5	48,7	40,2	30,6	---	19.
UNIV. MARYLAND SCH. MED.	29	27	29	1	53,0	42,0	30,0	---	22.
UNIV. MASSACHUSETTS MED. COLL.	14	24	18	9	47,5	42,3	30,3	21,0	5.
UNIV. MED.&DENT. OF NEW JERSEY	23	30	21	2	58,4	49,0	36,4	---	18.
UNIV. MINNESOTA MED. SCH.	34	21	20	6	50,5	39,3	30,1	24,3	22.
UNIV. MIAMI SCH. MED.	23	39	28		56,8	39,9	27,9		21.
UNIV. MINNESOTA-DULUTH SCH. MED.	2	19	9	1	---	36,0	27,6	---	22.
UNIV. MISSISSIPPI SCH. MED.	23	11	28	3	52,6	38,1	29,3	---	16.
UNIV. MISSOURI SCH. MED.	21	22	10		41,9	33,2	28,6		20.
UNIV. NEBRASKA COLL. MED.	14	23	6		45,7	34,6	28,5		16.
UNIV. NEVADA SCH. MED.	6	9	5		42,1	35,6	---		15.
UNIV. NEW MEXICO SCH. MED.	9	14	20		53,0	35,5	29,3		18.
UNIV. NORTH CAROLINA SCH. MED.	42	56	43	4	53,8	40,0	31,8	---	17.
UNIV. PENNSYLVANIA SCH. MED.	54	20	39		62,0	41,1	32,6		29.
UNIV. PUERTO RICO SCH. MED.	10	23	18	7	36,6	29,8	24,5	19,6	20.
UNIV. SOUTH CAROLINA SCH. MED.	34	31	15	5	49,6	37,5	28,4	24,2	17.
UNIV. SOUTH.CALIFORNIA SCH. MED.	17	30	35	3	65,3	44,4	29,7	---	18.
UNIV. SOUTH DAKOTA SCH. MED.	8	7	4		42,5	31,4	---		15.
UNIV. TENNESSEE CTR. HLTH. SCI.	29	37	49	18	42,5	35,3	29,2	21,0	25.
UNIV. TEXAS HOUSTON MED. SCH.	9	23	23		61,3	46,8	34,8		23.
UNIV. TEXAS SAN ANTONIO	22	46	30	5	61,0	45,8	33,9	---	21.
UNIV. UTAH SCH. MED.	28	24	16	5	46,9	35,7	28,8	---	26.
UNIV. VERMONT SCH. MED.	12	12	12		47,5	38,6	35,6		27.
VANDERBILT UNIV. SCH. MED.	29	22	23	12	56,8	41,7	30,7	22,1	20.
WAKE FOREST/BOWMAN GRAY SCH. MED.	17	24	27	2	46,6	38,2	32,8	---	18.
WAYNE ST. UNIV. SCH. MED.	30	45	8	1	51,1	39,0	32,6	---	22.
YALE UNIV. SCH. MED.	26	15	21		67,5	42,1	32,4		18.

NOTES TO APPENDIX I

1. A factor of 9/12 (or 75.0 percent) was used to convert 12-month salaries to standard academic-year basis.
2. A factor of 76.9 (or fiscal year divided by 1.30) was used to convert 12-month salaries to the standard academic-year basis.
3. A factor of 80.0 percent was used to convert 12-month salaries to the standard academic-year basis.
4. A factor of 10/12 (or 83.3 percent) was used to convert 12-month salaries to the standard academic-year basis.
5. A factor of 9/10.5 (or 85.7 percent) was used to convert 12-month salaries to the standard academic-year basis.
6. A factor of 9/10 (or 90.0 percent) was used to convert salaries other than 9-month to the standard academic-year basis.
7. Institution does not utilize the standard academic ranks. For these few institutions, no salary ratings have been assigned in column (2). For columns (3) thru (11), data are shown under the rank of instructor (i.e., IN) and/or all ranks combined (i.e., AR).
8. *Golden West College*—A factor of 86.9 percent was used to convert salaries to the standard academic-year basis.
9. *Naval Postgraduate School*—A formula of 9/(10-L) was used to convert 10-month salaries to the standard academic-year basis (where L is the annual leave earned during a 10-month academic year and depends on the number of years of government service).
10. *University of California System*—A factor of 86.0 percent was used to convert salaries to the standard academic-year basis.
11. *University of Colorado at Boulder*—Fringe Benefits were estimated by Maryse Eymonerie Associates.
12. *Quinnipiac College*—A factor of 86.4 percent was used to convert salaries to the standard academic-year basis.
13. *University of Connecticut and other public Connecticut insitutions*—For 1983–84, the TIAA-CREF retirement component is 7.2 percent of salary. The contribution to the vested plan will increase automatically each year by 0.4 percent until 1985. The contribution to the state retirement plan, which has a ten-year vesting provision and therefore is not countable, is an additional 1.8 percent, or a total of 9.0 percent.
14. *Florida International University*—A factor of 77.5 percent was used to convert salaries to the standard academic-year basis.
15. *University of Hawaii System*—The cost of living in Hawaii is noticeably higher than in other university cities, and the figures in the report are not adjusted for this fact. Although cost of living surveys do not clearly reflect variations among individuals and climate, they may be useful for comparison. The Bureau of Labor Statistics provides data on total budget for fall 1981–82. Adjusting these data for the most recent period by the increase from October 1982 to October 1983 would indicate that the cost of living in Honolulu is approximately 27 percent above that in San Francisco. A factor of 85.5 percent was used to convert salaries to the standard academic-year basis.
16. *Goshen College*—A factor of 87.5 was used to convert salaries to the standard academic-year basis.
17. *Northern Illinois University*—A factor of 77.0 percent was used to convert salaries to the standard academic-year basis.
18. *University of Illinois at Chicago*—In the Fall of 1982, the University of Illinois at Chicago Circle and the University of Illinois Medical Center were merged to form a single campus, the University of Illinois at Chicago.
19. *Southeastern Community College*—A factor of 79.2 percent was used to convert salaries to the standard academic-year basis.
20. *Murray State University*—A factor of 86.9 percent was used to convert salaries to the standard academic-year basis.
21. *Union College*, A factor of 77.7 percent was used to convert salaries to the standard academic year basis.
22. *Morningside College*—An increase of 1½ percent given to faculty January 1, 1984 is not reflected here.
23. *Saint Mary's Dominican College*—The institution will cease operation in August 1984.
24. *Louisiana State University and A & M College*—Data also include the Center for Agr. Sciences & Rural Development and the Law Center.
25. *University of Maine System*—Data do not reflect the 5.4 percent increase in salary for 1983–84 which was still under negotiation at the time of submission.
26. *Peabody Institute of Johns Hopkins University*—Data shown under the rank of full professor are for faculty in Conservatory; under the rank for associate the data are for faculty in Preparatory.
27. *University of Baltimore*—Data do not include the Yale Gordon College of Liberal Arts and the School of Business.
28. *Massachusetts State Colleges*—Data do not reflect the collective bargining salary increase for 1983–84 which was negotiated after the submission of these data.
29. *Suffolk University*—The footnote inserted in the 1982–83 Annual Report was incorrect. The data for both 1982–83 and 1983–84 do include the Law School faculty.
30. *University of Minnesota*—The data for the Duluth and Waseca campuses do not include the 1983–84 salary increase which at the time of submission was still under negotiation.
31. *Blue Hills Regional Tech Inst.*—A factor of 81.3 percent was used to convert the salaries to the standard academic-year basis.
32. Southwest Missouri State University—Data also include West Plains Residence Center.
33. *Rutgers State University*—A factor of 86.4 percent was used to convert salaries to the standard academic-year basis.
34. *Academy of Aeronautics*—Data published in the last three annual reports were erroneous. Salaries were inadvertently reported under 12-month salaries and, therefore, subjected to an unnecessary conversion.
35. *Columbia University*—Data do not include Applied Science faculty.
36. *Cornell University (Endowed Colleges)*—Data include the Colleges of Architecture, Art and Planning, Arts and Sciences, Engineering, the School of Hotel Administration, the Law School, the Graduate School, the Graduate School of Business and Public Administration and Nutrition.
37. *Niagara County Community College*—A factor of 85.5 percent was used to convert salaries to the standard academic-year basis.
38. *U.S. Merchant Marine Academy*—See footnote 9.
39. *East Carolina University*—Data also include the Fort Bragg Extension Center.
40. *Air Force Institute of Technology*—Data based on military grades rather than academic ranks.
41. *Hebrew Union College*—Data include New York, Cincinnati, and Los Angeles campuses. Because Hebrew Union-Jewish Institute of Religion, which is predominantly a graduate institution, has a very substantial portion of its faculty at the full-professor level at the top of the scale, average salary and compensation figures reflect an upward skewing for this institution which can be deceptive.
42. *Bethany Nazarene College*—A factor of 84.0 percent was used to convert salaries to the standard academic-year basis.
43. *Pennsylvania State College and University System*—Data do not include the Commonwealth's contribution to meet an unfunded retirement liability which this year is 9.23 percent of salary in addition to the 6.54 percent for its normal contribution to the retirement funds.
44. *Franklin and Marshall College*—The data shown under *men* include both men and women combined.
45. *Davidson College*—The data shown under *men* include both men and women combined.
46. *Tennessee Board of Regents & University System*—Faculty members have an option to participate in the TCRS or TIAA-CREF retirement plans. For the purpose of this report, the retirement component has been calculated at 10.0 percent of salary, which represents the contribution to TIAA-CREF, the vested plan.
47. *Public Texas Four-Year Institutions*—The overall average compensation also includes a portion of the employee's contribution to the Federal Social Security program which is 5.85 percent of the first $16,500 of salary paid by the state. A factor of 9/12 (or 75.0 percent) was used to convert 12-month salaries to the standard academic-year basis for the following institutions: Angelo State, Laredo State, Stephen F. Austin State, Sull Ross State, Tarleton State, Texas A & I, Texas A & M (Galveston), Texas Tech, Univ. of Houston (Central), and Univ. of Texas-Tyler.
48. *Washington and Lee University*—Data do not include the Law School.
49. *University of Puget Sound*—Data do not include Law.
50. *University of the Virgin Islands*—Data also include the St. Croix campus.

*The data for this report were collected, processed and tabulated for the American Association of University Professors by Maryse Eymonerie Associates. Inquiries concerning the data presented in this report, the ordering of additional tables, or special tabulations should be directed to Maryse Eymonerie Associates (MEA), P.O. Box 520, McLean, Virginia 22101, telephone (703) 448-8519. Orders for additional copies of the Annual Report itself should be directed to AAUP, 1012 14th Street, N.W., Washington, D.C. 20005, telephone (800) 424-2973. (Price $25, preparid order only.)

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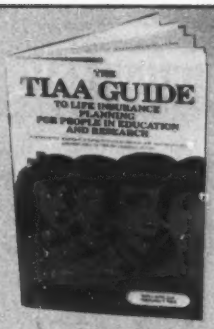

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